

Year 2000 Status of Women and Girls in Chicago

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Center for Research on Women and Gender Mission Statement

At the Center for Research on Women and Gender (CRWG) within the University of Illinois at Chicago(UIC), researchers, core staff, and researchers-in-training work together collaboratively with UIC faculty, community organizations, and others to produce improved understanding of the lives of women and of the role of gender in society. This work is done through facilitating the research and professional growth of UIC faculty, CRWG staff, and members of the community organizations in the greater Chicago area. The interdisciplinary and feminist research scholarship produced is not only useful to the Chicago community, but to state, national, and international audiences. As CRWG staff and members conduct this work, they maintain core values respectful of CRWG staff, of the diversity of women, and of the actions needed to improve the lives of women and girls.

Chicago Foundation for Women Mission Statement

Chicago Foundation for Women (CFW) is a nonprofit, public grantmaking foundation dedicated to increasing resources, expanding opportunities, and promoting positive social change for women and girls. The Foundation raises funds to provide grants for women's programs, advocates that others increase their giving, and develops men and women as philanthropists for women and girls. Since 1986, CFW has awarded 1,424 grants totaling nearly \$6 million to more than 500 organizations serving women and girls.

Year 2000 Report Objectives

- To empower women and girls in the Chicago area by presenting their status in an objective, comprehensive, and powerful way.
- To provide legislators, community leaders, grassroots organizations, and other decision-makers access to web-based data specific to women and girls living in the Chicago area.
- To build on the mandate to continue the reporting of data concerning women's economic, health, and social status as put forth in the The Final Report of the Governor's Commission on the Status of Women in Illinois (1998).
- To bridge the gap between research data and community advocacy.

Methodology

The Year 2000 Status of Women and Girls in Chicago Report (Year 2000 Report) was developed to provide accessible and comprehensive information about Chicago women and girls on the world wide web. The Year 2000 Report is available on-line at www.uic.edu/orgs/rin.

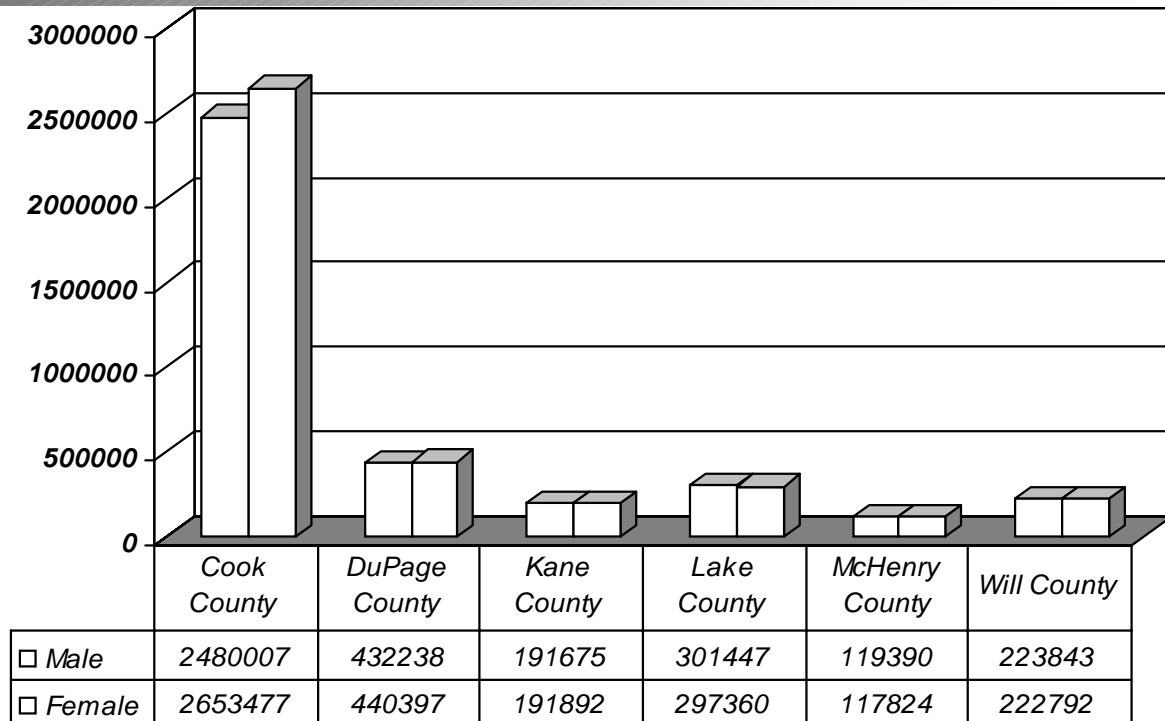
In every chapter we attempt to focus on Chicago-specific data. In cases where no Chicago information is available, state or national information is utilized. Local, state, and national agencies that provide reliable and valid data (e.g. Chicago Department of Public Health Reports, State of Illinois Board of Education Data Book, or Department of Justice Reports) are the main resources for this report. All labels and definitions in this report reflect the original data source policies. For example, census race categories are utilized in the graphs describing race populations. Criteria for inclusion of data in the report are: 1)most current available data on topic, 2)most accurate data based on expert review, and 3)data that helps to reflect the diversity of women and girls in Chicago. The Year 2000 Report also points out vital topics on women and girls for which current, reliable, and valid data are lacking with the intent of highlighting research needs in the Chicago community.

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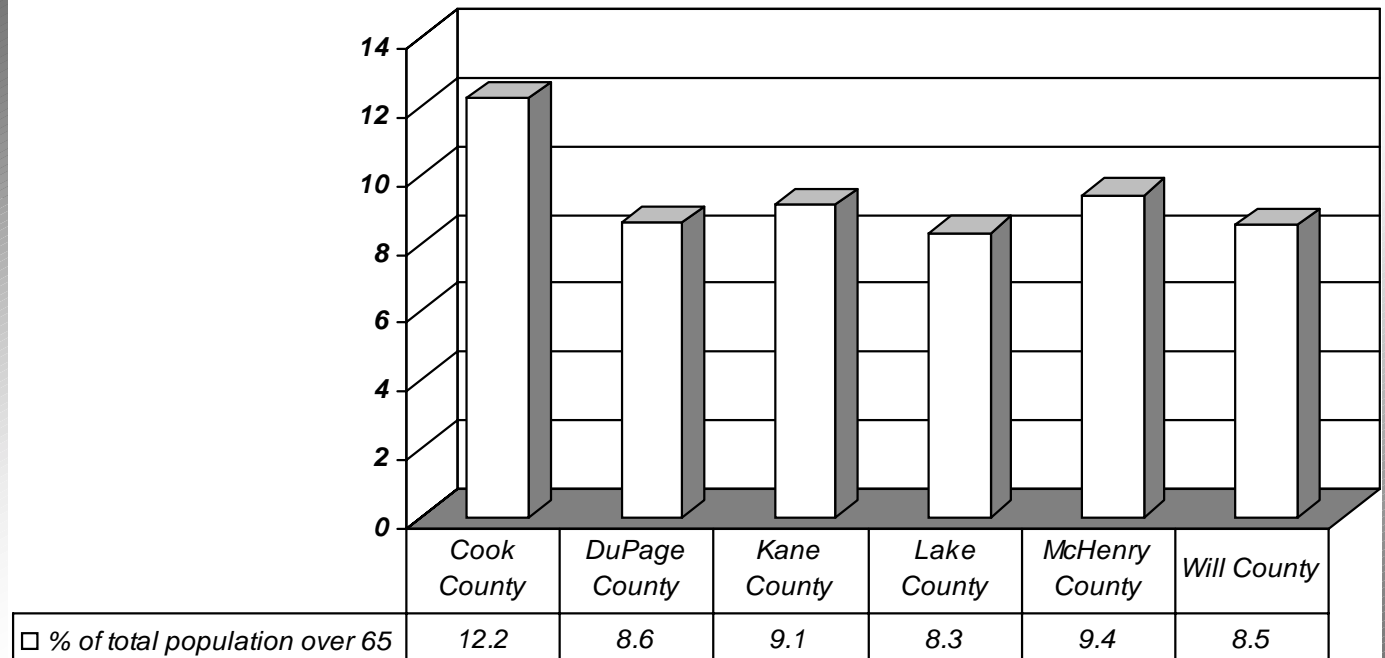
Population by Gender in Chicago Metropolitan Counties (1997 estimates)

Source: Government Information Sharing Project, <http://govinfo.library.orst.edu>



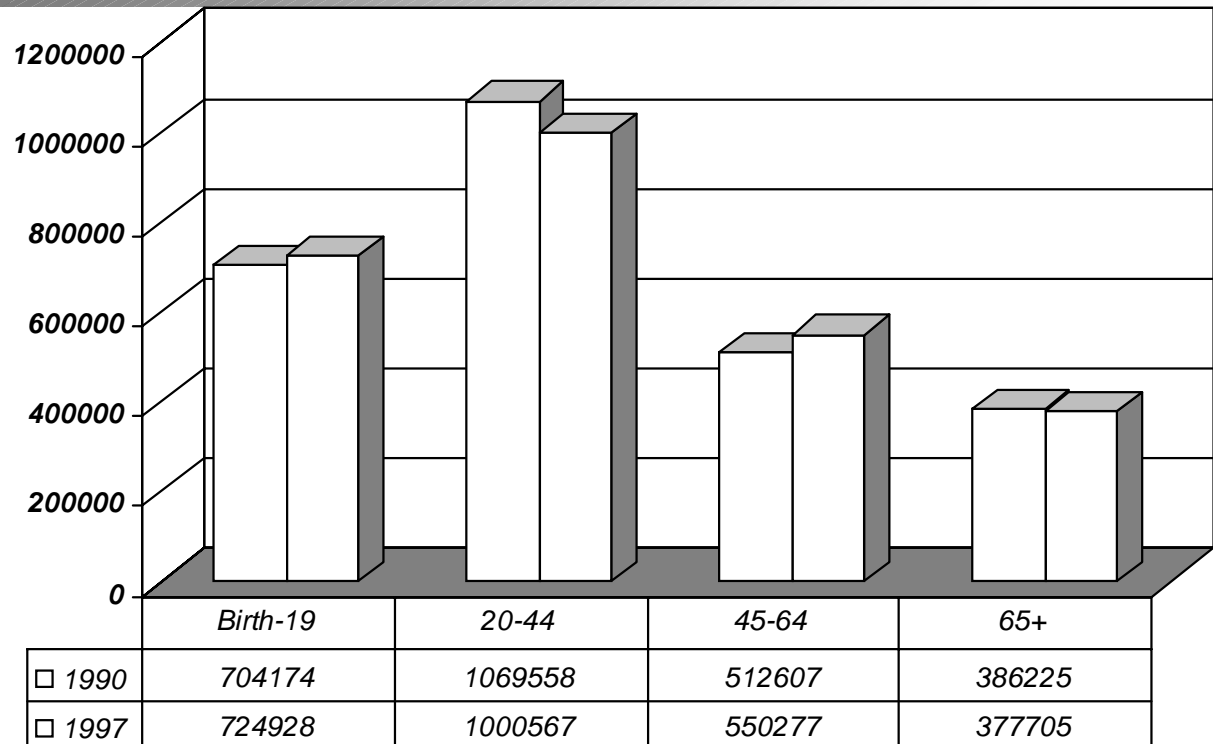
Percentage of Population over 65 Years of Age in Chicago Metropolitan Counties (1997 estimates)

Source: Government Information Sharing Project, <http://govinfo.library.orst.edu>



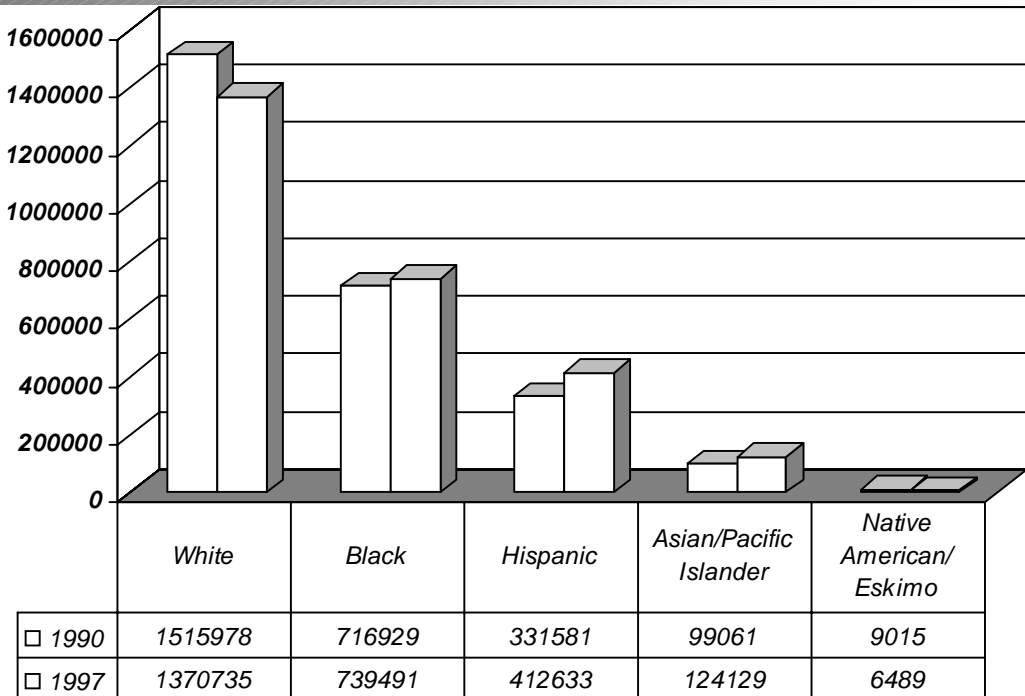
Cook County Female Population 1990 & 1997 by Age Groups

Source: Government Information Sharing Project, <http://govinfo.library.orst.edu>



Cook County Female Population 1990 & 1997 by Race Categories

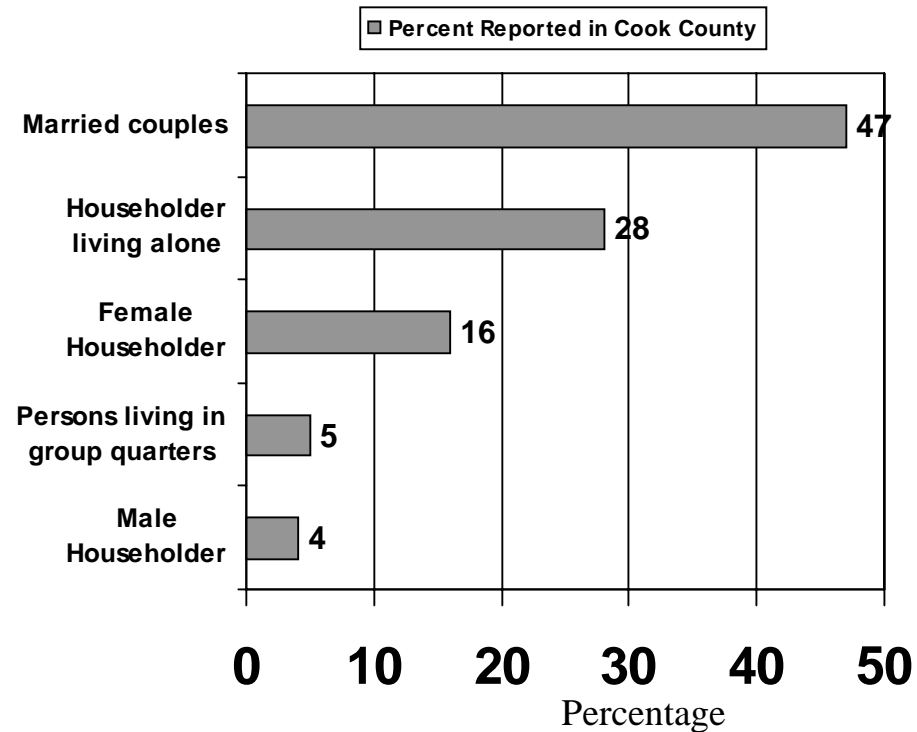
Source: Government Information Sharing Project, <http://govinfo.library.orst.edu>



*Note census definitions are used for race categories.

Cook County Household* Arrangements 1990 Census Data

Source: Government Information Sharing Project, <http://govinfo.library.orst.edu>



*Note census definitions are used for household categories.

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Child Care in Chicago

Source: General Accounting Office. *Welfare Reform: Implications of Increased Work Participation for Child Care* (Letter Report, 05/29/97, GAO/HEHS-97-75). 1997.

- In 1997 it was estimated that Chicago had 3,608 child care providers. Those facilities provided 103,396 spaces for children, and 56,348 (54%) of those spaces were located in poor neighborhoods.
- Local officials in Chicago regard their current supply of child care as inadequate for meeting current demand.
- GAO estimated that by 2002, the known supply of child care could meet only 12% of the estimated demand for infant care and even less in the poorest areas of Chicago.
- Another critical issue facing poor families is that many welfare parents are likely to obtain work at low-skill jobs that operate on nonstandard schedules. However, many of the known providers at the sites reviewed did not offer child care at nonstandard work hours.

Chicago and Illinois Women, Infants, and Children (WIC) Data

Source: Illinois Department of Humans Services Website.
<http://www.state.il.us/agency/dhs/WIC.htm>

- Pregnant or postpartum women, infants, and children up to age 5 are eligible for the WIC program. They must meet income guidelines, a state residency requirement, and be individually determined to be at “nutritional risk” by a health professional.
- WIC program provides nutritional services to 120,000 caseloads in Cook County and 228,000 caseloads in Illinois.
- Food and agency costs total almost \$88 million in Cook County and \$179 million in Illinois.
- In fiscal year 1999 the WIC budget for the entire U.S. was \$3.942 billion.

Facts on Eating Disorders

Source: National Institute of Mental Health, *Facts on Eating Disorders*, NIH Publication No. 94-3477, 1994.

- More than 90% of those afflicted with eating disorders are adolescent and young adult women.
- Approximately 1% of adolescent girls develop anorexia nervosa, a dangerous condition in which they can literally starve themselves to death. One out of ten cases of anorexia nervosa leads to death from starvation, cardiac arrest, suicide or other complications.
- Approximately 2%-3% of young women develop bulimia nervosa, a destructive pattern of excessive overeating followed by vomiting or other purging behaviors to control their weight.
- These eating disorders also occur in men and older women, but much less frequently.

Body Image Issues for Girls

Source: U.S. Public Health Service's Office on Women's Health. *Information Fact Sheet The Health of Adolescent Girls*. 1999, and Brumberg, J.J. *The Body Project*. New York: Random House, 1997.

- A third of all girls in grades 9-12 think that they are overweight, and 60% say they are trying to lose weight. (PHS Office on Women's Health)
- Among girls aged 12 to 17, 11% actually are overweight. (PHS Office on Women's Health)
- "At the end of the 20th century, fear of fat, anxiety about body parts, and expectations of perfection in the dressing room have all coalesced to make 'I hate my body' into a powerful mantra that informs the social and spiritual life of too many American girls." (Brumberg, 1997)

Differences Between Male and Female Students in Elementary and Secondary Schools

Source: U.S. Department of Education, Office of Educational Research and Improvement, and the National Center for Education Statistics. *The Educational Progress of Women*. 1995.

- Females are generally younger than males in first grade.
- Females are less likely than males to require special education services. In 1990, less than one-third of students in special education were female.
- Differences in the academic performance of female and male students appear as early as age 9, and persist through age 17.
- Compared to males of the same age, females students score higher in reading, similar in mathematics, and lower in science as measured by the National Assessment of Education Progress (NAEP).
- The mathematics and science courses that females and males take in high school are similar, with the exception that females are less likely than males to study physics.

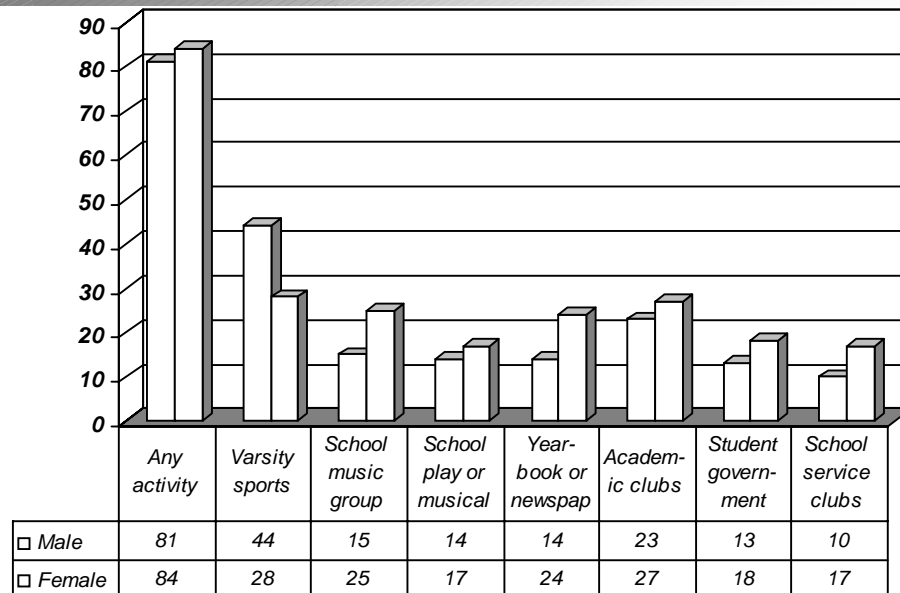
Limitations of Standardized Tests to Detect Gender Differences

Source: The National Council for Research on Women. *The Girls Report: What We Know and Need to Know About Growing Up Female*. 1998.

- While girls or boys may outperform one another in certain general subject areas (such as verbal, science, or math), when those subjects are broken down into more specific sub-skills (such as math computation versus math concepts), performance may vary. For instance, boys outperform girls on math concepts, but girls outperform boys on math computation.
- It is essential to remember that test scores measure students' performance, but they do not necessarily indicate students' academic or intellectual capabilities, since standardized tests and traditional school curricula may not speak to the language forms and knowledge in students' diverse cultural backgrounds.

Percentage of High School Seniors by Gender Participating in Extracurricular Activities

Source: U.S. Department of Education, Office of Educational Research and Improvement, and the National Center for Education Statistics, *The Educational Progress of Women*. 1995.



- Almost 83% of high school seniors in 1992 engaged in at least one extracurricular activity.
- Females were more likely than males to participate in all types of activities except sports.

High School Athletic Participation

Source: National Federation of State High Schools Association, 1996, and the President's Council on Physical Fitness and Sports. 1997.

- Girls account for approximately 37% of all high school athletes.
- Participation in sports is linked with decreased incidence of depression, pregnancy, and smoking initiation among teenage girls.

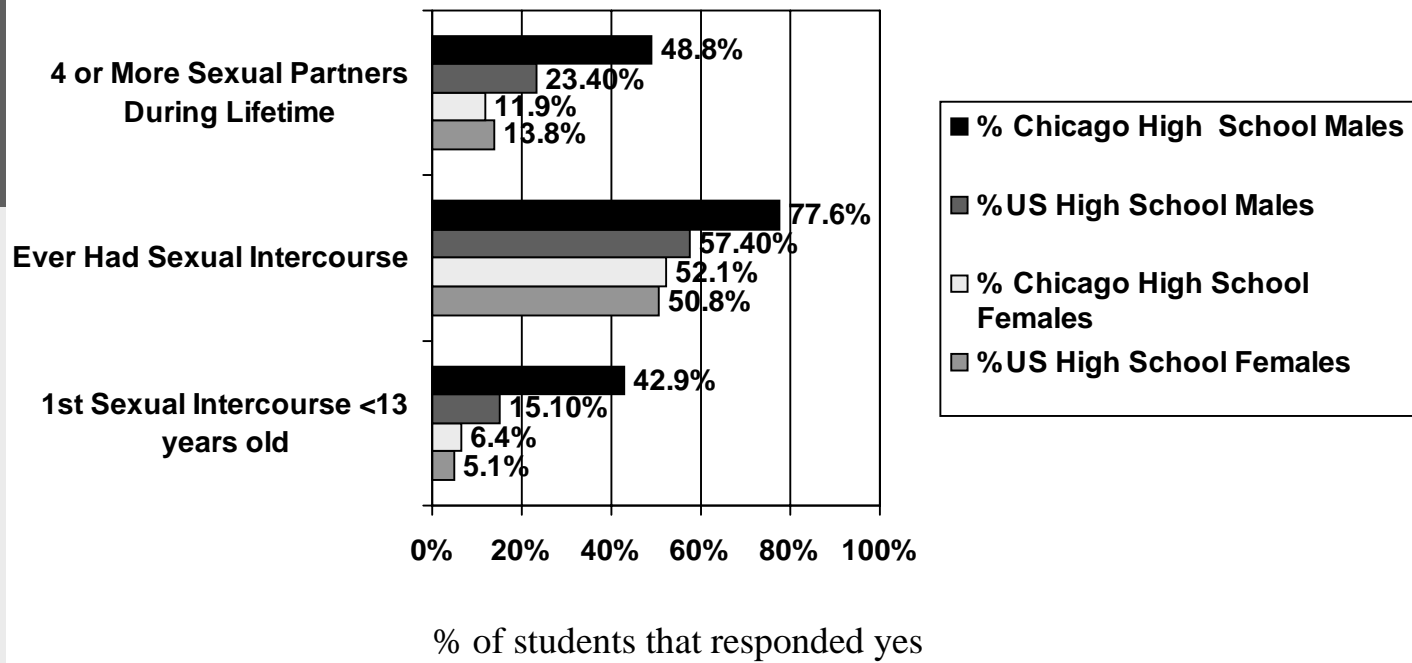
Facts on Teen Sexual Activity

Source: U.S. Public Health Service's Office on Women's Health.
Information Fact Sheet The Health of Adolescent Girls. 1999.

- Teen pregnancy rates have decreased significantly in the 1990's from a high of **62.1 per 1,000** teens aged 15-19 in 1991 to **54.7 per 1000** in 1996.
- Teen girls' use of contraceptives at first intercourse has risen from 48% in 1980 to 78% in 1995. Two-thirds of them are using condoms at first intercourse.

Self-Reported Sexual Behavior Among High School Students in Chicago and the US

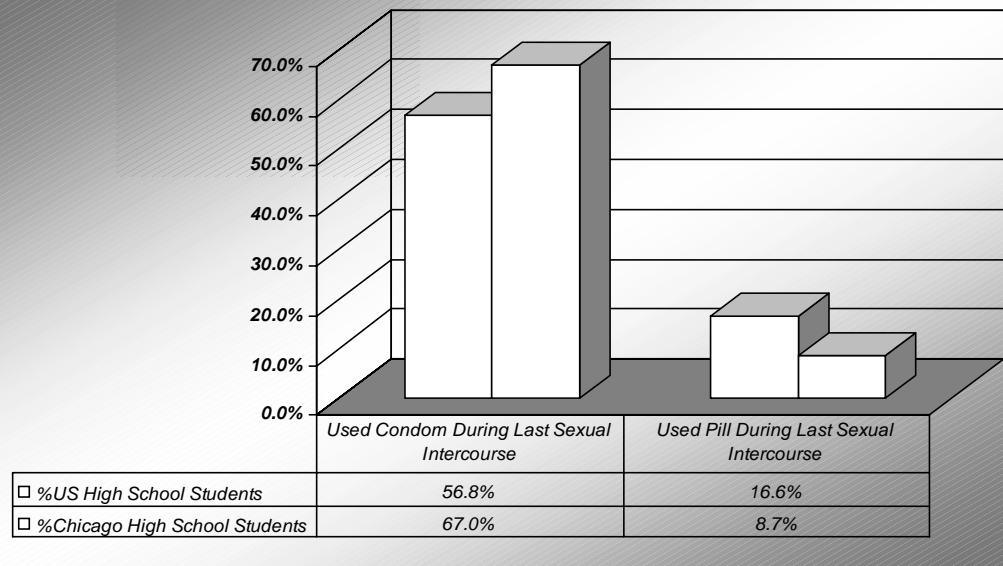
Source: Chicago Department of Public Health. *The Health of School-Aged Children in Chicago*. 1998.



Self-Reported Contraception Use by Chicago High School Students

Source: Chicago Department of Public Health (CDPH). *The Health of School-Aged Children in Chicago*. 1998, and National Academy of Sciences. *The Best Intentions, Unintended Pregnancy and the Well-Being of Children and Families*. 1995.

- Condoms are the most common form of contraception utilized by Chicago high school students. (CDPH, 1998)
- A sexually active adolescent who does not use contraception has a 90% chance of pregnancy within one year. (National Academy of Sciences, 1995)
- Survey results indicate that 10.2% of Chicago high school students had been pregnant or had gotten someone pregnant. (CDPH, 1998)



Illinois State Sexuality and STD/HIV Education Regulations

Source:The NARAL Foundation. *State Sexuality and STD/HIV Education Regulations*. 1999, and Sears, J. *Sexuality and the Curriculum: The Politics and Practices of Sexuality Education*. 1992.

- Illinois schools must provide sexuality and STD/HIV education as a component of mandatory comprehensive health education (NARAL Foundation, 1999).
- Sexuality education classes that discuss sexual intercourse must be age appropriate and must teach abstinence until marriage. Classes are not required to provide contraceptive information. In addition, such courses must teach “honor and respect for monogamous heterosexual marriage” and stress that “pupils should abstain from sexual intercourse until they are ready for marriage” (NARAL Foundation, 1999).
- Critics of the sex education curriculum point out that it focuses on hygiene and biology, rather than intimacy and relationships, and it tends to offer only biological, heterosexist images of “normal” sexuality (Sears, 1992).

High School Students Suicide Attempts in Chicago

Source: Chicago Department of Public Health. *Trends in Adolescent Risk Behavior: The Chicago Youth Risk Behavior Survey*. 1999, and Chicago Department of Public Health. *Leading Causes of Death in Chicago, 1995-1997*. 1999.

- Chicago female high school students were more likely than male students to contemplate suicide and to attempt suicide.
- Females tend to use more non-lethal methods to commit suicide than males. About 39.9% of female suicides were the result of firearms, compared to 63.2% of male suicides.
- For ages 15-24 suicide is the 5th leading cause of death for females and the 3rd leading cause of death for males.

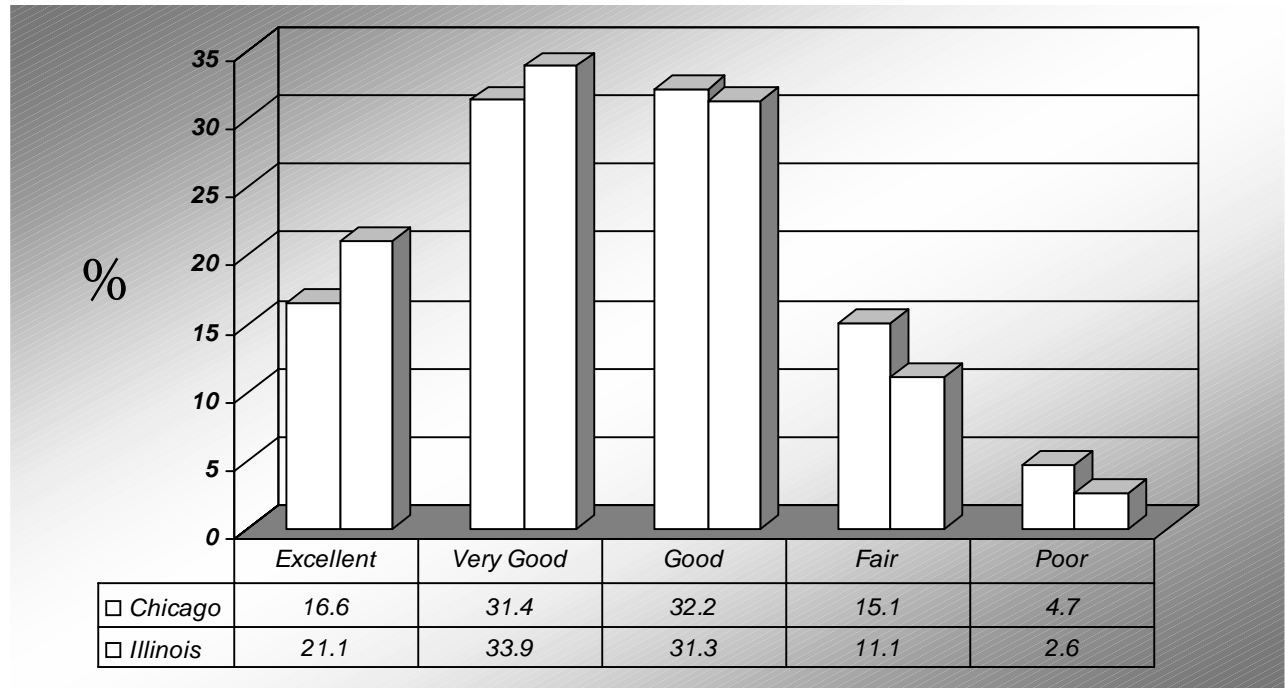
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Chicago and Illinois Women's Perceptions of Their Self-Reported Personal Health

Source: Illinois Department of Public Health. Behavioral Risk Factor Survey Surveillance Data. 1996.

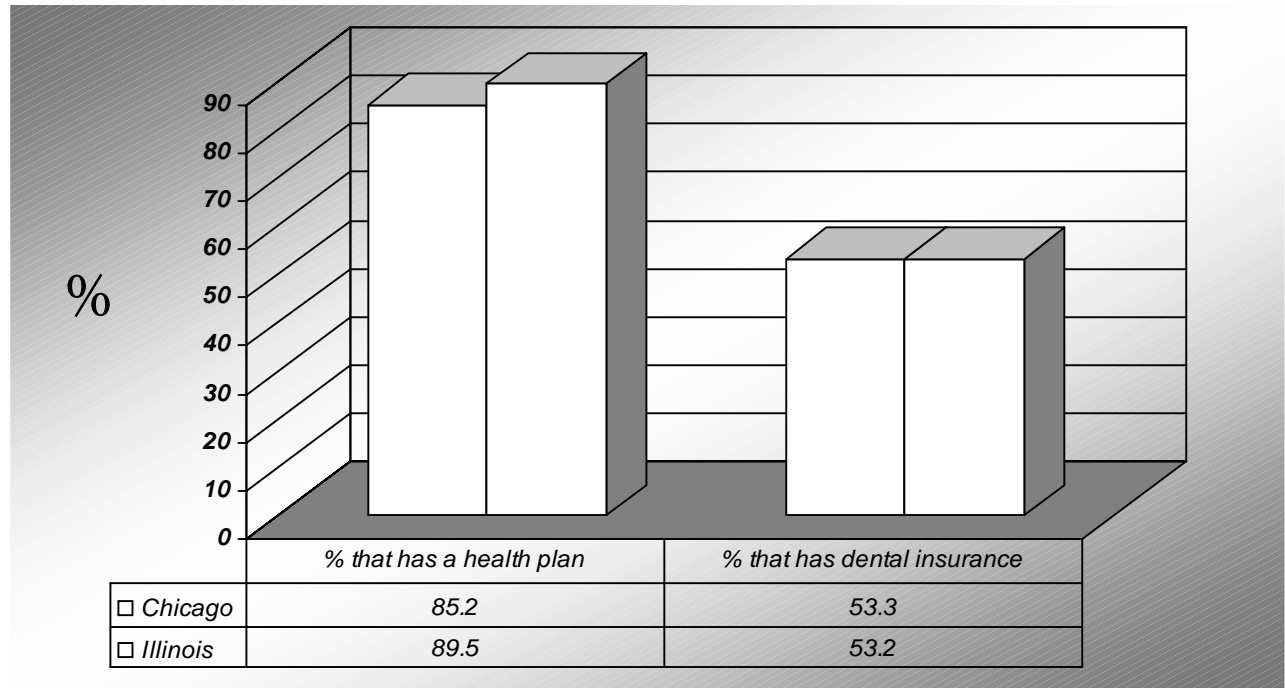
Web site <http://www.idph.state.il.us/health/brfss/brfssintro.htm>



Chicago and Illinois Women's Self-Reported Health and Dental Insurance Coverage

Source: Illinois Department of Public Health. Behavioral Risk Factor Survey Surveillance Data. 1996.

Web site <http://www.idph.state.il.us/health/brfss/brfssintro.htm>



Chicago Residents Without Health Insurance

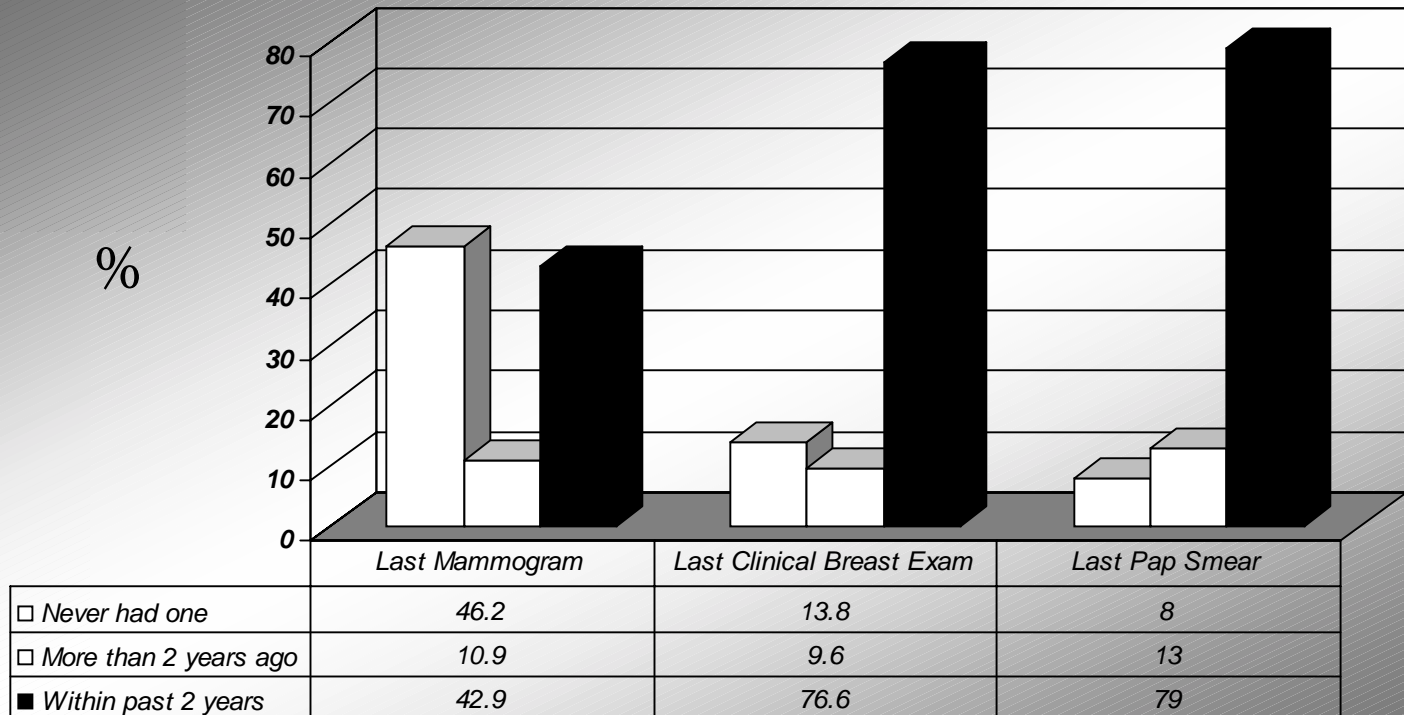
Source: Sinai Family Health Centers. *Annual Report*. 1999

- The number of uninsured residents in Chicago has risen from 1.1 million in 1997 to 1.3 million in 1998.
- Approximately 75% of the uninsured people are from working families.

Chicago Women's Self-Reported Utilization of Cancer Prevention Exams

Source: Illinois Department of Public Health. Behavioral Risk Factor Survey Surveillance Data. 1996.

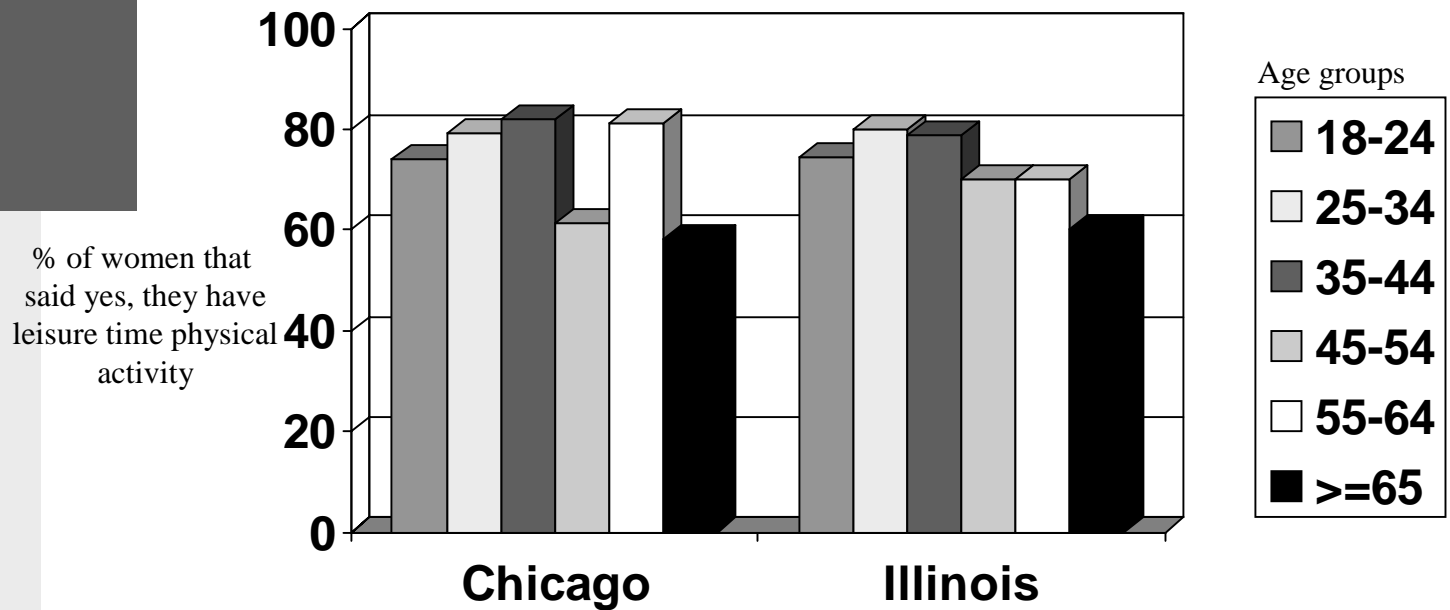
Web site <http://www.idph.state.il.us/health/brfss/brfssintro.htm>



Chicago and Illinois Women's Self-Reported Leisure Time Physical Activity

Source: Illinois Department of Public Health. Behavioral Risk Factor Survey Surveillance Data. 1996.

Web site <http://www.idph.state.il.us/health/brfss/brfssintro.htm>.



Chicago Women's Self-Reported Smoking and Alcohol Use

Source: Illinois Department of Public Health. Behavioral Risk Factor Survey Surveillance Data. 1996.

Web site <http://www.idph.state.il.us/health/brfss/brfssintro.htm>

- Approximately 22% of women in Chicago are current smokers. The rate for Illinois women is 24%.
- For Illinois women who indicated they are current smokers, 13% smoke more than one pack per day.
- Women 18-24 years of age are most at risk for binge drinking. Approximately 13% of women 18-24 years of age in Chicago indicated behaviors that put them at risk for binge drinking. The rate for Illinois women in the same age bracket is 15%.
- Women 65 years of age and older are most at risk for chronic drinking. Approximately 6% of senior (65+) women in Chicago indicated behaviors that put them at risk for chronic drinking. The rate for Illinois senior women is 3%.

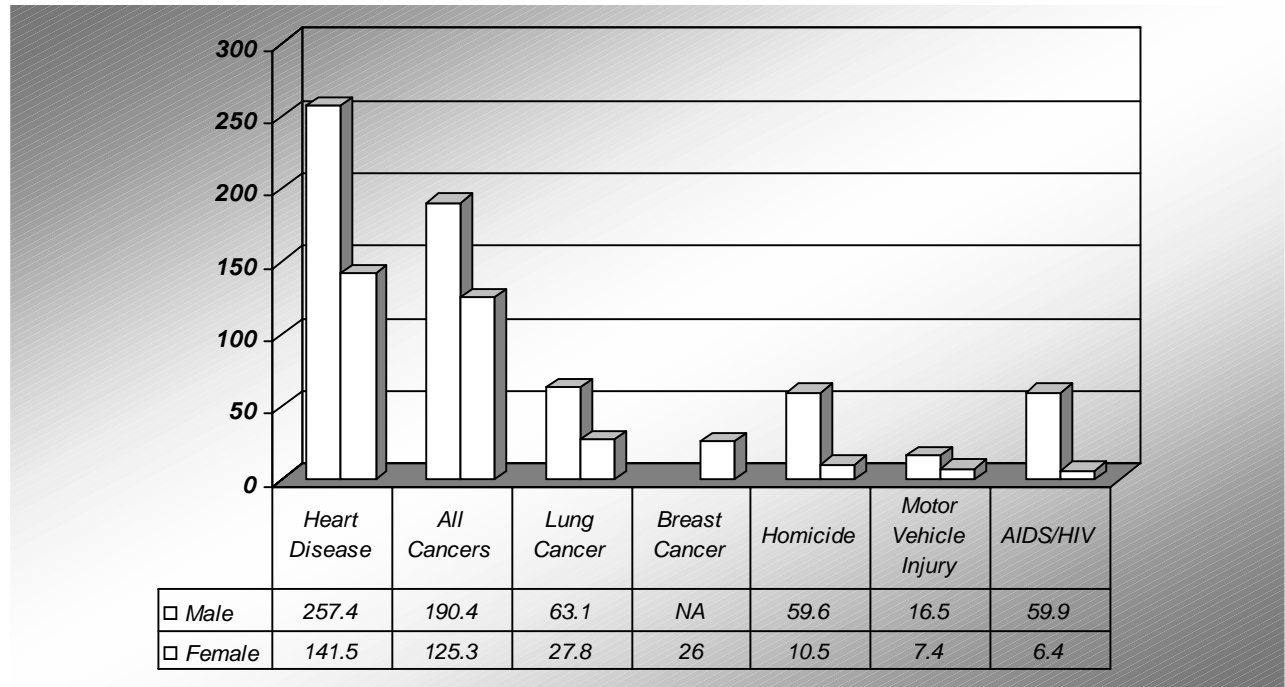
Top Five Causes of Death for Chicago Resident Females

Source: Chicago Department of Public Health, *Leading Causes of Death in Chicago, 1995-1997*. May 1999.

Cause of Death for Chicago Resident Females, All Ages	Number	% of all causes of death	Rank
Heart Disease	4,335	34.6 %	#1
All Cancers	2,761	22.0%	#2
Lung Cancer	596	4.8%	
Female Breast Cancer	499	4.0%	
Colorectal Cancer	368	2.6%	
Cervical Cancer	75	0.6%	
Other Cancers	1,269	10.1%	
Stroke	873	7.0%	#3
Pneumonia & Influenza	472	3.8%	#4
Pulmonary Disease	410	3.2%	#5

Chicago Disease and Injury Mortality Rates by Gender

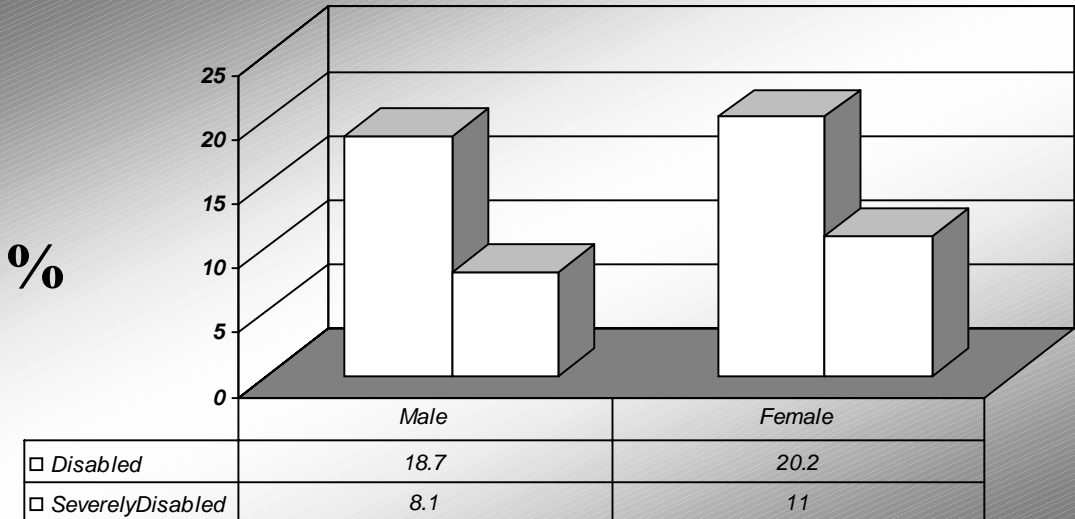
Source: Chicago Department of Public Health. *Big Cities Health Inventory*. 1997.



Note: Age-adjusted rate per 100,000 population

Disability Population in Illinois by Gender

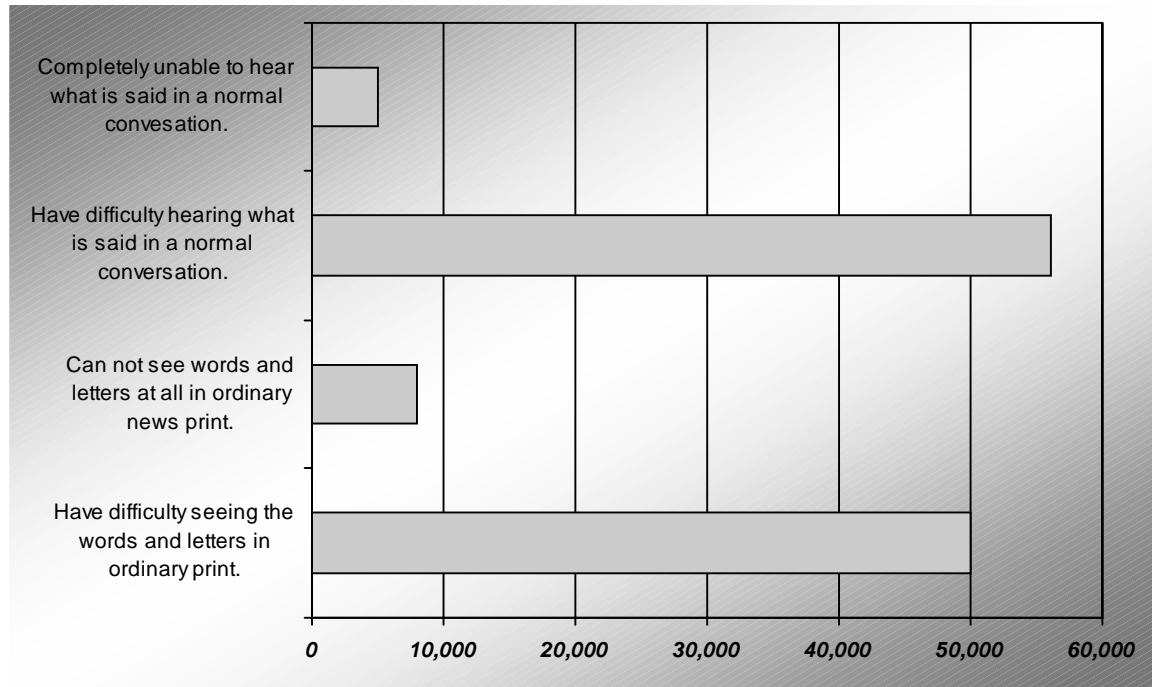
Source: Statewide Independent Living Council of Illinois *Independent Living Needs Assessment Identifying the Unserved and Underserved* Website. [Http://www.fgi.net/~silc/study_identify.htm](http://www.fgi.net/~silc/study_identify.htm)



Note: 1991-'92 Follow-up U.S. census definitions are utilized for disabled (a limitation in a functional activity or in a socially defined role or task) and severely disabled (an inability to perform one or more functional activities such as seeing, hearing, speaking, lifting, carrying, climbing stairs, walking and an inability to perform one or more socially defined roles or tasks).

Statistics on Chicago Women with Hearing and Visual Disabilities

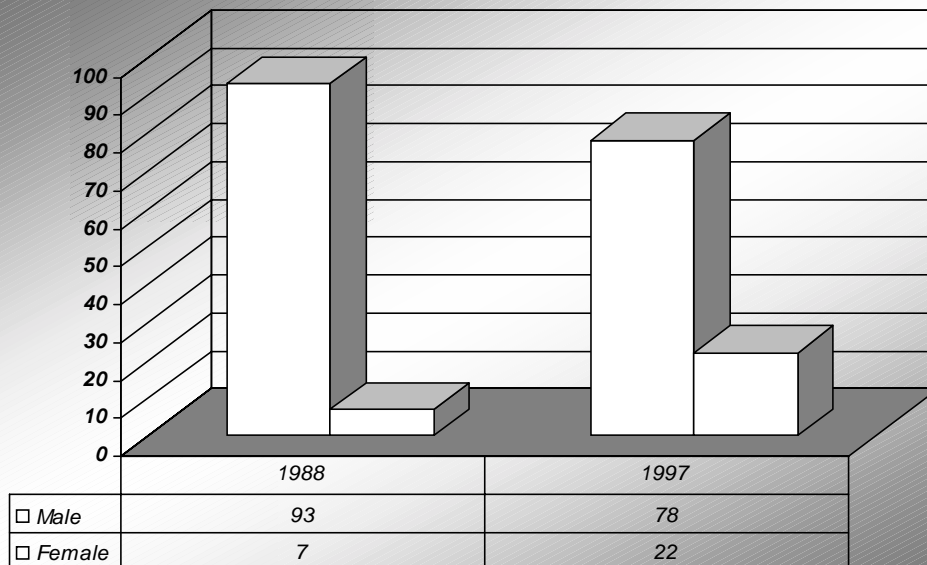
Source: Statewide Independent Living Council of Illinois *Independent Living Needs Assessment Identifying the Unserved and Underserved* Website. [Http://www.fgi.net/~silc/study_identify.htm](http://www.fgi.net/~silc/study_identify.htm)



Note: Estimates calculated by multiplying disability rates provided by SILC X 1997 Chicago population estimates.

Chicago AIDS Case Percentages by Gender 1988 and 1997

Source: Source: Chicago Department of Public Health Office of HIV/AIDS Surveillance, *AIDS Chicago*. Second Quarter 1999.

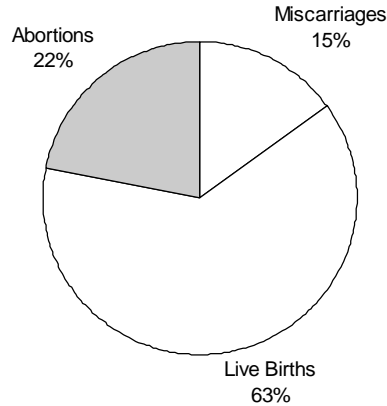


- The proportion of AIDS cases occurring among Chicago females tripled from 7% in 1988 to 22% in 1997, as shown in the graph to the left.
- 73% of the '95-'97 female AIDS cases in Chicago occurred among African American women
- Mode of transmission for 55% of the Chicago female cases from '95-'96 was injection drug use.

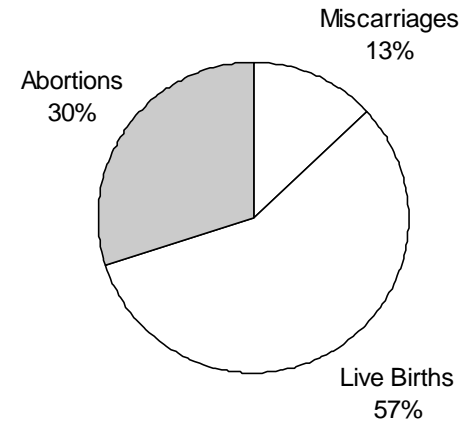
Pregnancy Outcomes in Illinois

Source: The Alan Guttmacher Institute. *Contraception Counts*. 1998.
Website http://www.agi-usa.org/pubs/state_facts/illinois.html

All Pregnancies



Teen Pregnancies



Facts on Contraceptive Services and Reproductive Choices in Illinois

Source: Alan Guttmacher Institute web page, www.agi.usa.org/pubs/state_facts/Illinois.html and The NARAL Foundation, *Who Decides? A State-by-State Review of Abortion and Reproductive Rights*, 2000.

- Illinois ranks 47th in the provision of contraceptive services to women in need.
- In Illinois 173 publicly supported family planning clinics serve 211,660 women including 65,740 teenagers. These figures represent only 30% of all women in need and 29% of teenagers in need.
- Publicly supported contraceptive services in Illinois avert 49,900 pregnancies each year.

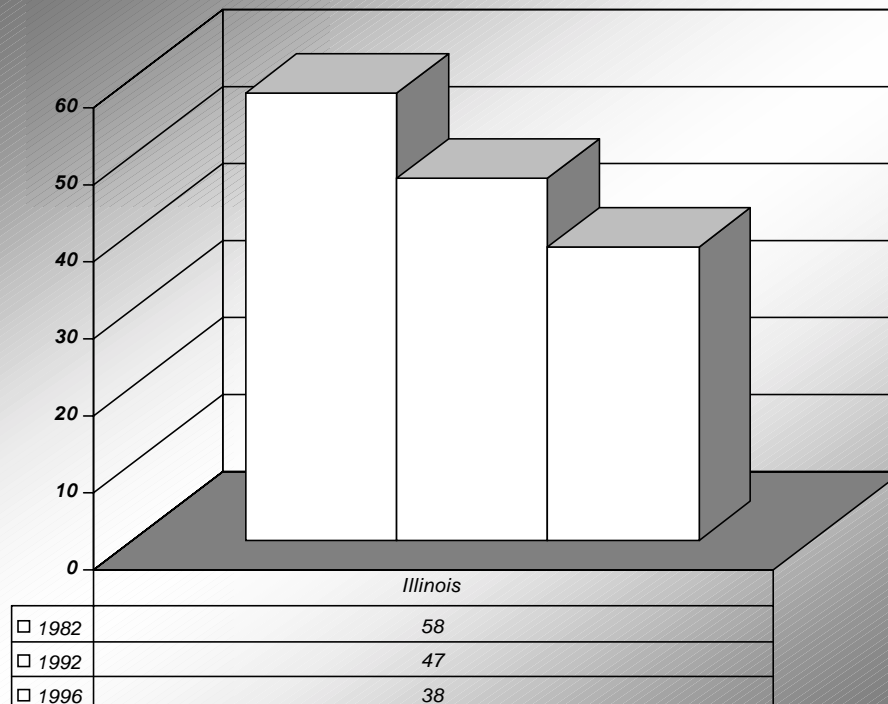
Insurance Inequities for Women and Men

Source:NARAL Foundation, *Insurance Inequities: A State by State Review of Contraceptive Coverage*, February 1999.

- Women spend 68% more than men on out-of-pocket health care costs with reproductive health care services accounting for much of the difference.
- Forty-nine% of insurance plans do not routinely cover any contraception method at all. Thirty-three percent cover the Pill, and 15% cover the five most common FDA-approved methods of contraception.
- Initial evidence indicates that most insurance plans will cover Viagra, a prescription drug to treat male impotence. Typical benefits allow for 6-12 pills per month at \$10 per pill.
- There is no law requiring private insurance to cover contraception

Number of Abortion Providers in Illinois

Source: Henshaw, SK, Abortion Incidence and Services in the United States *Family Planning Perspectives* 30:6, Nov/Dec 1998, and Illinois Women's Health Coalition. *Catholic-Secular Hospital Consolidations and the Erosion of Reproductive Health Services*. 2000.



- Lack of abortion access does not stop with hospital providers. Statistics from the American Civil Liberties Union (ACLU) show that around 70% of all physicians who perform abortions will retire within a few years, leaving 84% of U.S. counties with no abortion services at all (Illinois Women's Health Coalition).

Illinois' Neighbors and The Right to Choose

Source: The NARAL Foundation. *Who Decides? A State-by-State Review of Abortion and Reproductive Rights*. 2000.

- Although NARAL gives Illinois a D+ for protecting the right to choose, most of our neighbors received lower grades.
- Indiana, Kentucky, Wisconsin, Missouri, and Tennessee all received F's with Iowa receiving a C -
- Added to this, Indiana, Kentucky, Michigan, Wisconsin, and Tennessee all have either informed consent or waiting period laws for abortions.

Maternal Mortality and Infant Mortality in Chicago

Source: Chicago Department of Public Health. *Big Cities Health Inventory*. 1997.

- Maternal mortality in Chicago during the 90's averaged approximately 10 deaths per year.
- Infant mortality rate in Chicago in 1994 was 12.5 per 1,000 births. This represents a 6.3% drop in infant mortality from 1992.

Lesbian Health Issues

Source: Institute of Medicine. *Lesbian Health Current Assessment and Directions for the Future*. Andrea Solarz, editor. 1999.

- Lesbians are not at higher risk for any health problems simply because of their sexual orientation, however differential risks may be due to other factors more common among lesbians. Not having children, for example, is associated with increased risk for breast cancer, and is more common among lesbians.
- Another important factor is differential access to health care services due to homophobia among providers.
- The report concluded that there are significant barriers to research on lesbian health, and recommended a number of strategies to improve knowledge.

Depression Research Fact Sheet

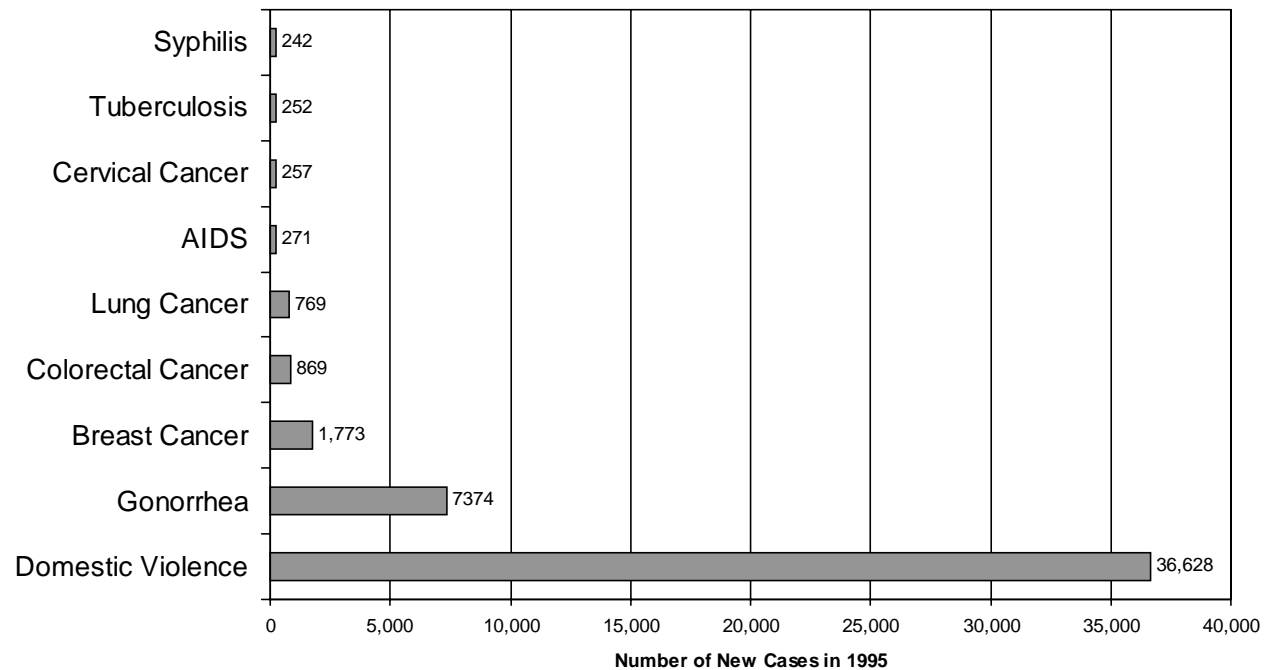
Source: National Institute of Mental Health. *Depression Research Fact Sheet*. 1999.

Website <http://www.nimh.gov/publicat/depresfact.cfm>

- Nearly twice as many women (12%) as men (7%) are affected by a depressive illness each year.
- At some point during their lives, as many as 20% of women have at least one episode of depression that should be treated.
- Although conventional wisdom holds that depression is most closely associated with menopause, in fact, the childbearing years are marked by the highest rates of depression, followed by the years prior to menopause.

Chicago Domestic Violence Incidence Compared to Other Health Incidences

Source: Chicago Department of Public Health. *An Epidemiologic Overview of Violent Crimes in Chicago, 1995. 1996.*



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Domestic Violence Facts

- In Chicago in 1997 there were 33 domestic violence homicides.(Source:Chicago Police Department Annual Report 1997)
- 50% of all homeless women cited domestic violence as their primary cause for becoming homeless.(Source: Heartland Alliance for Human Rights and Human Needs, *Promises Made, Promises Broken*, 1990)
- Domestic violence is equally present in both heterosexual and homosexual relationships.(Source: Renzetti, CM, *Violent Betrayal: Partner Abuse in Lesbian Relationships.*, 1992)
- Nationally, 50% of the victims of violence treated in hospital emergency rooms were hurt by someone they knew. (Source:Assessment of the Current Response to Domestic Violence in Chicago, 1997)

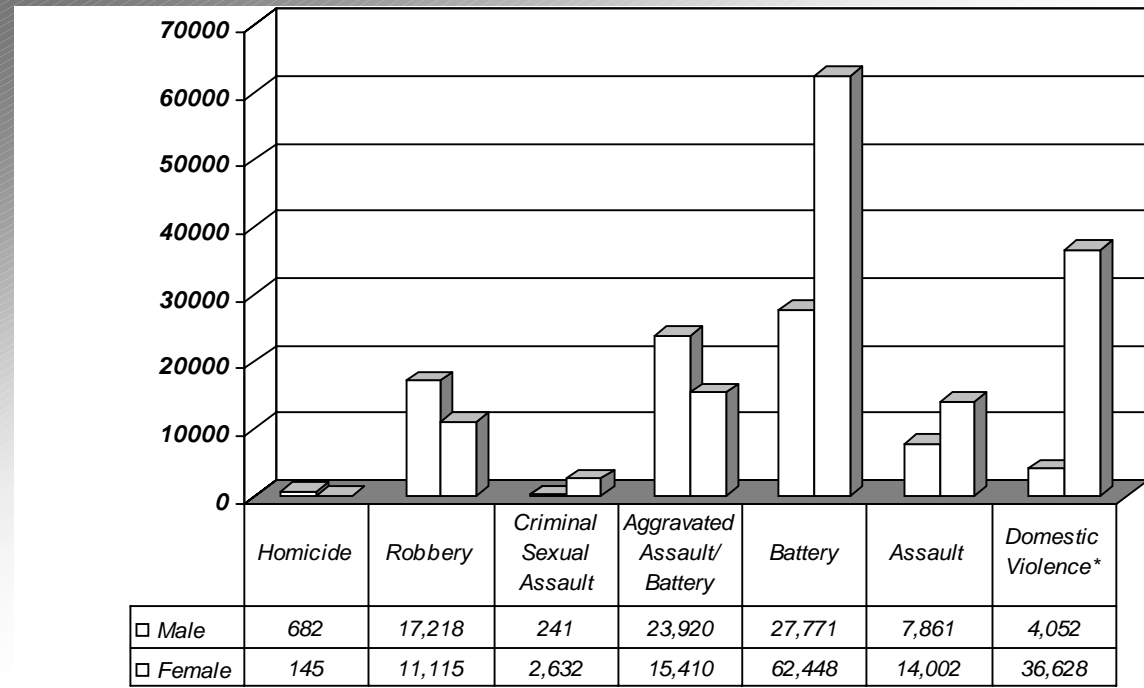
Domestic Violence Cases in Chicago Courts

Source: Landis, Leslie, *Mayor Daley's Domestic Violence Coordinating Council Report Assessment of the Current Response to Domestic Violence in Chicago*. October 1997

- The Centralized Domestic Violence Court in Chicago handles an average of 1,146 misdemeanor cases per week. This corresponds to 4,584 cases per month and 55,000 cases per year.

Chicago Crime Victims by Gender

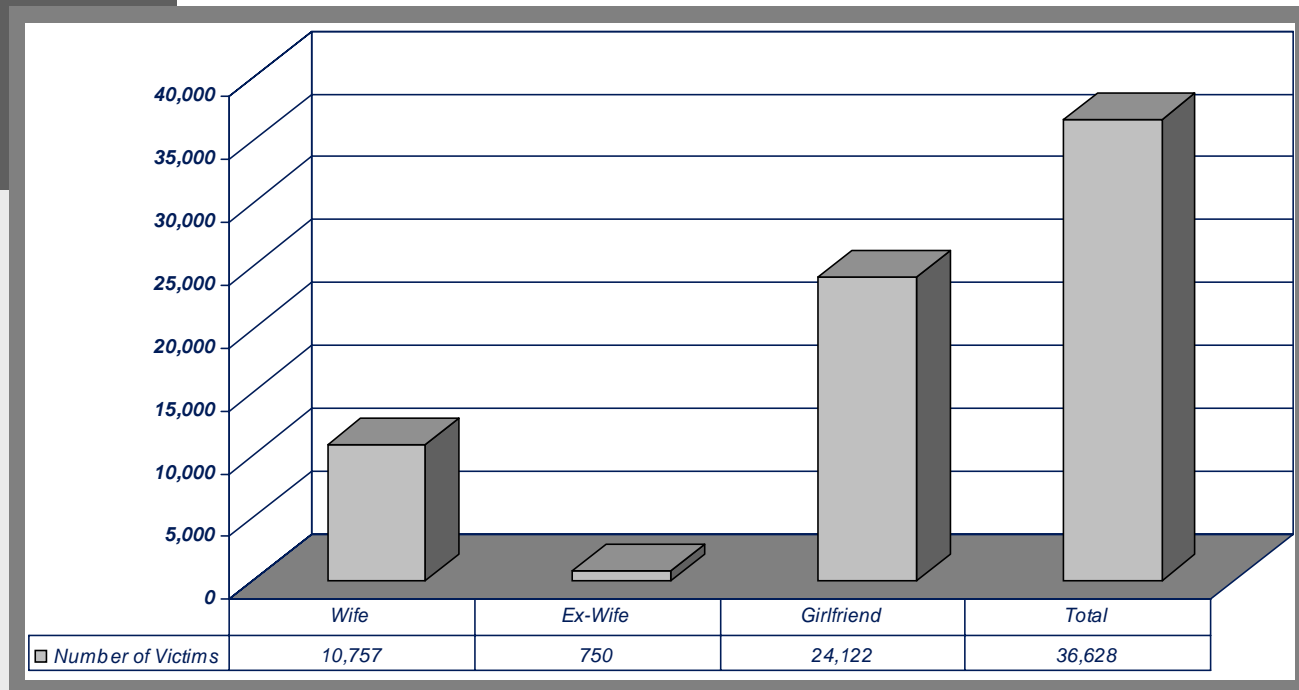
Source: Chicago Department of Public Health. *An Epidemiologic Overview of Violent Crimes in Chicago, 1995.* 1996.



*Aggregate of crimes (excluding homicide) against people 18 and over by an intimate partner.

Number of Chicago Female Victims (18 years +) with Relationship to Offender

Source: Chicago Department of Public Health. *An Epidemiologic Overview of Violent Crimes in Chicago, 1995. 1996*



Facts on Sexual Assault & Rape

Source: *Rape, Abuse, & Incest National Network (RAINN) Statistics*, December 1999.

Web site <http://www.rainn.org/stats.html>

- In 1996, only 31% of rapes and sexual assaults were reported to law enforcement officials.
- Approximately 35% of victims are raped by acquaintances, 29% by strangers, 28% by husbands or boyfriends, and 5% by other relatives.
- Teens 16 to 19 were 3.5 times more likely than the general population to be victims of rape, attempted rape or sexual assault.

Child Abuse in Illinois

Source: Illinois Department of Children and Family Services.

Web site <http://www.state.il.us/dcfs/default/htm>

- The number of children reported to the state's Child Abuse Hotline nearly doubled between Fiscal Years 1986 and 1995.
- In Fiscal Year 1986, 102,230 child reports were taken by the DCFS Hotline. In Fiscal Year 1995, the number reached an all-time high of 139,726 child reports.
- Annual child reports have declined gradually since then, with 106,252 child reports taken in Fiscal Year 1999
- Approximately 33 percent of all reports are "indicated" or confirmed after investigations are completed.

Women in Prison in Illinois and the U.S.

Source: Chicago Legal Aid to Incarcerated Mothers (CLAIM). *Fact Sheet*. 1999.

- Conservative estimates report that over half of all adult female offenders were victims of physical abuse.
- The number of women in Illinois state prisons as of January 31, 1999 was 2,651. This number has more than tripled since 1989.
- Women in prison are more likely than men to be there for non-violent property crimes and drug offenses. In Illinois, 69.5% of women are in prison for non-violent offenses.
- In Illinois, 56% of women in prison have not attained a high school diploma.

Profile of Female Inmates in Illinois

Source: Illinois Department of Corrections. *Fact Sheet*. 1997.

- In fiscal year 1997 there were 2,412 female inmates in the following Illinois facilities: 51% at Dwight/Kankakee, 27% at Logan, 16% at Dixon, and 7% at Community Correction Centers.
- 61% of female admissions were from Cook County
- Per inmate cost of incarceration at Dwight correctional facility is \$24,397 per year.
- Illinois Department of Corrections estimates that its female inmate population will grow an average of 8.8% annually.
- As of June 30, 1996, Illinois had the seventh largest female prison population in the U.S.

Abuse of Women in Illinois State Prisons

Source: Human Rights Watch. *All Too Familiar: Sexual Abuse of Women in U.S. State Prisons.* 1996.

- Based on interviews conducted between 1994-1996 with Illinois female prisoners, attorneys, and prison rights advocates, the investigation of the Illinois Department of Corrections revealed a serious problem with sexual misconduct in the Illinois correctional facilities for women.
- Misconduct included privacy violations, sexually explicit verbal degradation, inappropriate sexual contact, rape, sexual assault, and abuse.
- Given that the Illinois Department of Corrections is the only governmental body that may initiate investigations into complaints, incidents of sexual misconduct may be significantly underreported.

Mothers in Prison in Illinois and the U.S.

Source: Chicago Legal Aid to Incarcerated Mothers (CLAIM). *Fact Sheet*. 1999.

- Approximately 81% of women incarcerated in Illinois are mothers, affecting at least 25,000 children annually.
- In 1998, 84 babies were born to mothers in the custody of Dwight Correctional Center. Nationwide, about 7-10% of women are pregnant when they enter prison, and 15% have babies less than six weeks old.
- Nearly 90% of incarcerated fathers in the U.S. report that their children are being cared for by the children's mothers; 25% of incarcerated mothers report that their children are being cared for by the father.

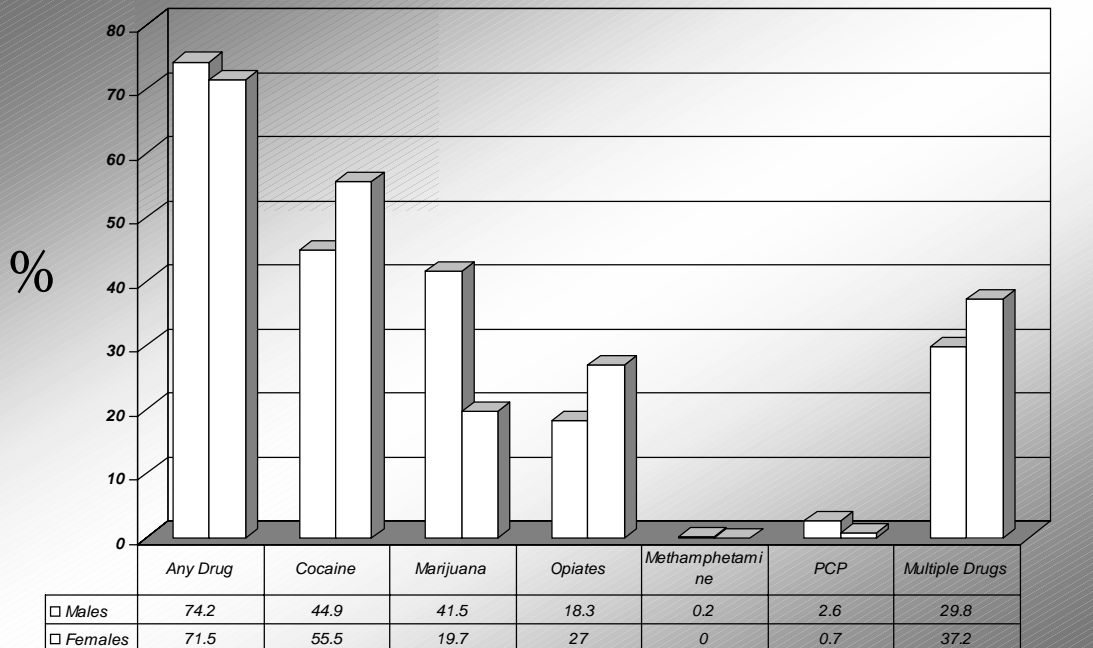
Impact of Incarceration on Families

Source: Amnesty International. *“Not Part of My Sentence”*
Violations of Human Rights of Women in Custody. 1999.

- Incarcerated and formerly incarcerated women described the enforced separation from their infants as the most difficult experience of their imprisonment.
- Maintaining close relationships with their children provides a powerful incentive for prisoners to participate in and successfully benefit from rehabilitative programs.
- Maintaining strong family ties during imprisonment decreases recidivism.

Percentage of Booked Arrestees in Chicago That Test Positive for Drugs by Drug Type and Gender

Source: National Institute of Justice. *1997 Annual Report on Adult and Juvenile Arrestees, and Chicago Legal Aid to Incarcerated Mothers (CLAIM). Fact Sheet. 1999.*



- Approximately 80% of women inmates in Illinois have a history of drug abuse. The Gateway program, the only substance abuse treatment center for women prisoners in Illinois, has room for 353 women, 13% of the female prison population. (CLAIM Factsheet, 1999).

Sentence Length of State Prison Female Prisoners Compared to Male Prisoners

Source: U.S. Department of Justice, Bureau of Justice Statistics. *Special Report: Women in Prison*. 1994.

- Overall, female prisoners had shorter maximum sentences than men. Excluding sentences to life or death, women in prison had received sentences that, on average, were 48 months shorter than those of men.
- 7% of female inmates have a maximum sentence of life or death and 9.2% of the male inmates have this maximum sentence.
- The differences in sentences are partly the result of variation in the distribution of offenses among female and male inmates. Women were more likely than men to be in prison for drug and property offenses which had shorter average sentences than violent offenses.

Pathways into Prostitution

Source: McClanahan, SF et. al, Pathways into Prostitution Among Female Jail Detainees and Their Implications for Mental Health Services. *Psychiatric Services*. 1999.

- Data on 1,142 female jail detainees indicate that running away from home had a dramatic effect on entry into prostitution in early adolescence, but little effect later in the life course.
- Childhood sexual victimization nearly doubled the odds of entry into prostitution throughout the lives of women.
- Prevalence of drug use was significantly higher among prostitutes than among non-prostitutes.

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Women-owned Firms Nationally

Source: Illinois Women's Business Ownership Council. *1996 Annual Report*. 1997.

- Between 1987 and 1996, the number of women-owned firms increased 78%, nearly twice the of all U.S. firms.
- Nationwide, nearly 8 million businesses owned by women generate over 2.3 trillion in sales, representing one-third of all domestic firms and 40% of all retail and service businesses.
- Women owned-businesses employ 26% of the U. S. workforce, totaling 18.5 million people.

Women-owned Firms in Chicago and Illinois

Source: Illinois Women's Business Ownership Council, 1996 Annual Report. 1997.

- According to a recent study by the Gallup organization, approximately one-fourth of small business owners in the Chicago area are women.
- 1996 statistics compiled by the Illinois Department of Commerce and Community Affairs estimate more than 336,000 women-owned businesses in Illinois, with over 949,000 employees, and sales and receipts exceeding \$39 billion.

Facts on Working Women

**Source:U.S. Department of Labor Women's Bureau.
*Facts on Working Women. 1996.***

- Women's share of the workforce continues to rise. Women accounted for 46% of the total U.S. labor force in 1995 and are projected to comprise 48% in the year 2005.
- Women between the ages of 20 and 54 had labor force participation rates of at least 70%.
- Unemployment for all women in 1995 was 5.6%. For white women it was 4.8%; 10.2% for black women; and 10.0% for Hispanic women.
- Of the 57.5 million employed women in the U.S. in 1995, 42 million worked full time (35 or more hours per week); 16 million worked part time (less than 35 hours per week). Two-thirds of all part-time workers were women (68%).

Chicago Executive Women

Source: Crain's 2000 Edition

- Of the top 300 privately held companies in Chicago approximately 7% have a female top executive (President, CEO, and/or Chairman)
- Of the top 100 salaries for CEO's, none are for a woman CEO

Mothers in the Labor Force

Source: *Final Report of the Governor's Commission on the Status of Women in Illinois, 1998*

- 63% of Illinois women workers have children under six years of age.
- 76% of Illinois women are employed outside the home, and the majority of these women work full time.
- 46% of the total Illinois workforce has children between the ages of 6 and 17.
- 84% of Illinois women employed outside the home need child care.
- 8% of American women work for employers that provide help with child care.

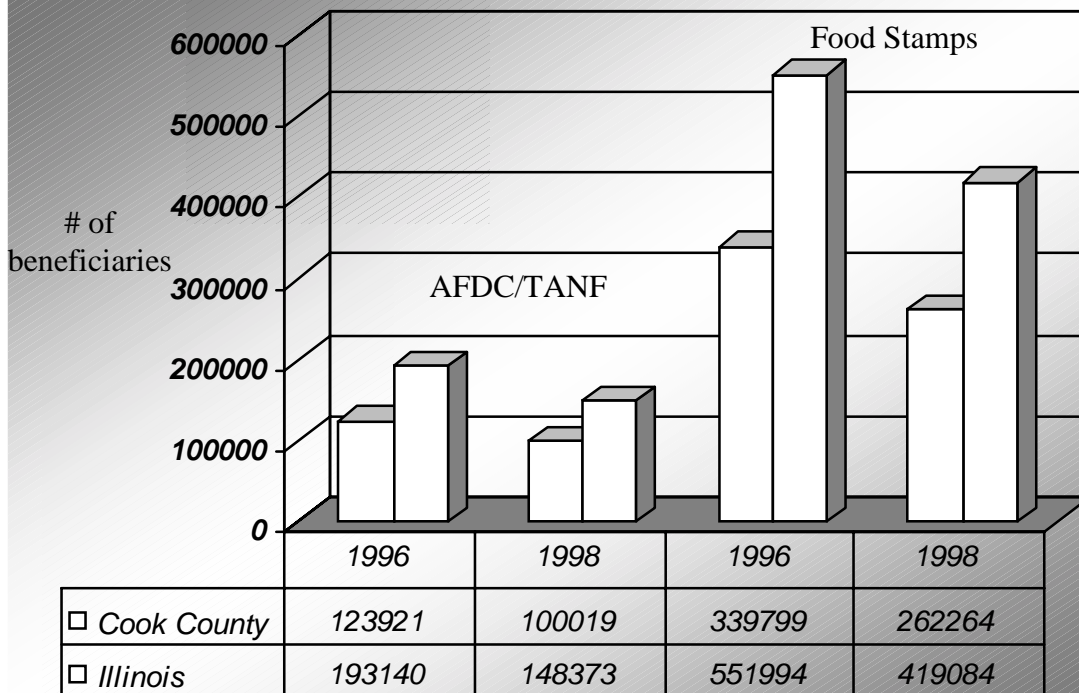
Women's Earnings as a Percent of Men's in Same Major and Occupation

Source: Monthly Labor Review, *Earnings of College Graduates*, March 1998.

- A women with a Master's degree earns 76% of men's earnings in the same major and occupation.
- A women with a Bachelor's degree earns 74% of men's earning in the same major and occupation.
- The degree that listed the highest median annual earnings was engineering, including computer engineering. In this field women earned between 92%-95% of men's earnings. With a Master's degree the median annual earnings in this occupation was \$55,597 for women and \$58,407 for men. With a bachelor's degree, the median earnings were \$49,246 for women and \$53,134 for men.

AFDC/TANF and Food Stamp Benefits in Cook County and Illinois

Source: Illinois Kids Count 1998-1999



- AFDC/TANF caseloads in Cook County decreased by 19.3% between 1996 and 1998.
- Food stamp numbers in Cook County decreased by 22.8% between 1996 and 1998.
- Approximately 51% of the food stamp recipients are under age 18.

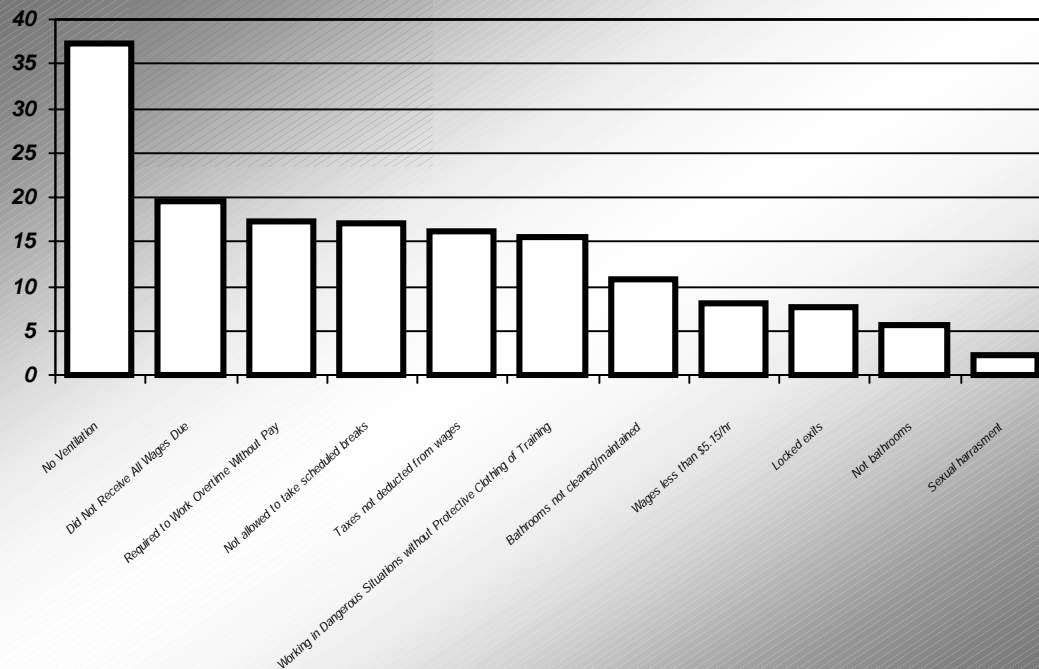
Poverty in Illinois

Source: Chicago Community Trust. *Women in Illinois: Diverse Perspectives/ Common Agenda, Summary of Findings from a Statewide Public Opinion Study, 1996.*

- One in every six women in Illinois report a household income of less than \$15,000.
- One in ten say their income is less than \$10,000.
- 62% of women in Illinois indicate making more money as a key goal.

Sweatshops in Chicago

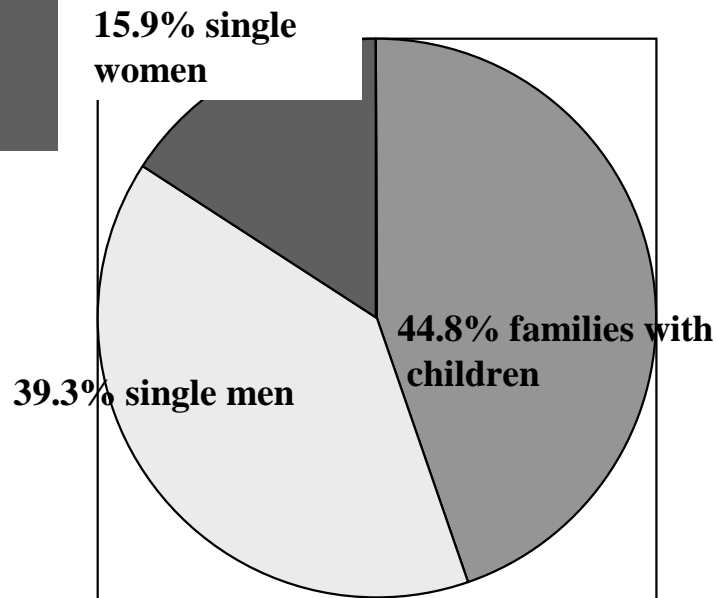
Source: Levin, R, and Ginsburg, R, *Sweatshops in Chicago: A survey of working conditions in low-income and immigrant communities*. February 2000.



- The Sweatshop Survey and Report have shown that there are a significant number of people in the Chicago Metropolitan area in workplaces that violate multiple federal wage and labor standards. Thirty-six percent of the population surveyed, which was predominantly drawn from low income and immigrant communities, work in places that meet the Department of Labor's definition of sweatshops.
- Thirty-five percent of the women surveyed were working in sweatshops.

Chicago Homeless Demographics 1999

Source: The Chicago Coalition for the Homeless. *The Fact Behind the Faces*. Summer 1999.



- 50% of all homeless women cited domestic violence as their primary cause for becoming homeless. (Promises Made, Promises Broken, Heartland Alliance for Human Rights and Human Needs, 1990)
- There are nearly three times as many animal shelters in the U.S. as shelters for battered women. (Senate Judiciary Committee, 1990.)

Self-Sufficiency Standard for Cook County 1996

Source: Wider Opportunities for Women, *The Self-Sufficiency Standard for Illinois, Selected Family Types, Fall 1998.*

Monthly Costs	Adult	Adult + infant	Adult + pre-schooler	Adult + infant + preschooler	Adult + schoolage teenager	Adult + infant + preschooler + schoolage child	2 adults + infant + pre-schooler
Housing	\$591	\$704	\$704	\$704	\$704	\$881	\$704
Child Care	\$0	\$432	\$430	\$861	\$202	\$1,063	\$861
Food	\$153	\$225	\$233	\$303	\$400	\$408	\$435
Transportation	\$96	\$96	\$96	\$96	\$96	\$96	\$191
Medical Care	\$80	\$164	\$144	\$144	\$188	\$202	\$233
Miscellaneous	\$92	\$162	\$161	\$160	\$159	\$265	\$242
Taxes	\$246	\$428	\$422	\$422	\$337	\$721	\$621
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$89)	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$44)	(\$44)	(\$44)	(\$46)	(\$80)	(\$80)
Monthly Self-Sufficiency Wage	\$1,258	\$2,166	\$2,145	\$2,145	\$1,950	\$3,556	\$3,208
Hourly Self-Sufficiency Wage	\$7.15	\$12.31	\$12.19	\$12.19	\$11.08	\$20.20	\$9.11 <i>Per adult</i>

Note all figures rounded to whole dollar except for hourly wage which is rounded to whole cent.

Self-Sufficiency Standard for DuPage County 1996

Source: Wider Opportunities for Women, *The Self-Sufficiency Standard for Illinois, Selected Family Types, Fall 1998.*

Monthly Costs	Adult	Adult + infant	Adult + pre-schooler	Adult + infant + preschooler	Adult + schoolage teenager	Adult + infant + preschooler + schoolage child	2 adults + infant + pre-schooler
Housing	\$591	\$704	\$704	\$704	\$704	\$881	\$704
Child Care	\$0	\$556	\$507	\$1,063	\$381	\$1,445	\$1,063
Food	\$153	\$225	\$233	\$303	\$400	\$408	\$435
Transportation	\$113	\$117	\$117	\$117	\$117	\$117	\$227
Medical Care	\$80	\$164	\$144	\$183	\$188	\$202	\$233
Miscellaneous	\$94	\$177	\$171	\$237	\$179	\$305	\$266
Taxes	\$252	\$483	\$461	\$658	\$448	\$878	\$713
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$40)	(\$42)	(\$80)	(\$40)	(\$80)	(\$80)
Monthly Self-Sufficiency Wage	\$1,284	\$2,386	\$2,296	\$3,186	\$2,378	\$4,156	\$3,562
Hourly Self-Sufficiency Wage	\$7.29	\$12.31	\$13.04	\$18.10	\$13.51	\$23.62	\$10.12 <i>per adult</i>

Note all figures are rounded to whole dollar except for hourly wage which is rounded to whole cent.

Self-Sufficiency Standard for Kane County 1996

Source: Wider Opportunities for Women, *The Self-Sufficiency Standard for Illinois, Selected Family Types, Fall 1998.*

Monthly Costs	Adult	Adult + infant	Adult + pre-schooler	Adult + infant + preschooler	Adult + schoolage teenager	Adult + infant + preschooler + schoolage child	2 adults + infant + pre-schooler
Housing	\$591	\$704	\$704	\$704	\$704	\$881	\$704
Child Care	\$0	\$556	\$507	\$1,063	\$381	\$1,445	\$1,063
Food	\$153	\$225	\$233	\$303	\$400	\$408	\$435
Transportation	\$113	\$117	\$117	\$117	\$117	\$117	\$227
Medical Care	\$80	\$164	\$144	\$183	\$188	\$202	\$233
Miscellaneous	\$94	\$177	\$171	\$237	\$179	\$305	\$266
Taxes	\$252	\$483	\$461	\$658	\$448	\$878	\$713
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$40)	(\$42)	(\$80)	(\$40)	(\$80)	(\$80)
Monthly Self-Sufficiency Wage	\$1,284	\$2,386	\$2,296	\$3,186	\$2,378	\$4,156	\$3,562
Hourly Self-Sufficiency Wage	\$7.29	\$12.31	\$13.04	\$18.10	\$13.51	\$23.62	\$10.12 <i>per adult</i>

Note all figures are rounded to whole dollar except for hourly wage which is rounded to whole cent.

Self-Sufficiency Standard for Lake County 1996

Source: Wider Opportunities for Women, *The Self-Sufficiency Standard for Illinois, Selected Family Types, Fall 1998.*

Monthly Costs	Adult	Adult + infant	Adult + pre- schooler	Adult + infant + preschooler	Adult + schoolage teenager	Adult + infant + preschooler + schoolage child	2 adults + infant + pre- schooler
Housing	\$591	\$704	\$704	\$704	\$704	\$881	\$704
Child Care	\$0	\$516	\$476	\$992	\$206	\$1,198	\$992
Food	\$153	\$225	\$233	\$303	\$400	\$408	\$435
Transportation	\$113	\$117	\$117	\$117	\$117	\$117	\$227
Medical Care	\$80	\$164	\$144	\$183	\$188	\$202	\$233
Miscellaneous	\$94	\$173	\$167	\$230	\$162	\$281	\$259
Taxes	\$252	\$469	\$449	\$631	\$352	\$782	\$686
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$77)	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$42)	(\$42)	(\$80)	(\$44)	(\$80)	(\$80)
Monthly Self- Sufficiency Wage	\$1,284	\$2,327	\$2,250	\$3,080	\$2,007	\$3,789	\$3,456
Hourly Self- Sufficiency Wage	\$7.29	\$13.22	\$12.78	\$17.50	\$11.40	\$21.53	\$9.82 per adult

Note all figures rounded to whole dollar except for hourly wage which is rounded to whole cent.

Self-Sufficiency Standard for McHenry County 1996

Source: Wider Opportunities for Women, *The Self-Sufficiency Standard for Illinois, Selected Family Types, Fall 1998.*

Monthly Costs	Adult	Adult + infant	Adult + pre-schooler	Adult + infant + preschooler	Adult + schoolage teenager	Adult + infant + preschooler + schoolage child	2 adults + infant + pre-schooler
Housing	\$591	\$704	\$704	\$704	\$704	\$881	\$704
Child Care	\$0	\$494	\$453	\$947	\$190	\$1,136	\$947
Food	\$153	\$225	\$233	\$303	\$400	\$408	\$435
Transportation	\$113	\$117	\$117	\$117	\$117	\$117	\$227
Medical Care	\$80	\$164	\$144	\$183	\$188	\$202	\$233
Miscellaneous	\$94	\$170	\$165	\$225	\$160	\$274	\$256
Taxes	\$252	\$461	\$438	\$613	\$344	\$758	\$686
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$84)	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$42)	(\$42)	(\$80)	(\$44)	(\$80)	(\$80)
Monthly Self-Sufficiency Wage	\$1,284	\$2,293	\$2,212	\$3,013	\$1,974	\$3,697	\$3,388
Hourly Self-Sufficiency Wage	\$7.29	\$13.03	\$12.57	\$17.12	\$11.22	\$21.01	\$9.63 <i>per adult</i>

Note all figures rounded to whole dollar except for hourly wage which is rounded to whole cent.

Self-Sufficiency Standard for Will County 1996

Source: Wider Opportunities for Women, *The Self-Sufficiency Standard for Illinois, Selected Family Types, Fall 1998.*

Monthly Costs	Adult	Adult + infant	Adult + pre- schooler	Adult + infant + preschooler	Adult + schoolage teenager	Adult + infant + preschooler + schoolage child	2 adults + infant + pre- schooler
Housing	\$591	\$704	\$704	\$704	\$704	\$881	\$704
Child Care	\$0	\$398	\$401	\$799	\$232	\$1,031	\$799
Food	\$153	\$225	\$233	\$303	\$400	\$408	\$435
Transportation	\$113	\$117	\$117	\$117	\$117	\$117	\$227
Medical Care	\$80	\$164	\$144	\$183	\$188	\$202	\$233
Miscellaneous	\$94	\$161	\$160	\$211	\$164	\$264	\$240
Taxes	\$252	\$422	\$420	\$556	\$366	\$718	\$611
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$66)	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$44)	(\$44)	(\$80)	(\$44)	(\$80)	(\$80)
Monthly Self- Sufficiency Wage	\$1,284	\$2,148	\$2,135	\$2,793	\$2,062	\$3,541	\$3,168
Hourly Self- Sufficiency Wage	\$7.29	\$12.20	\$12.13	\$15.87	\$11.72	\$21.12	\$9.00 <i>per adult</i>

Note all figures rounded to whole dollar except for hourly wage which is rounded to whole cent.

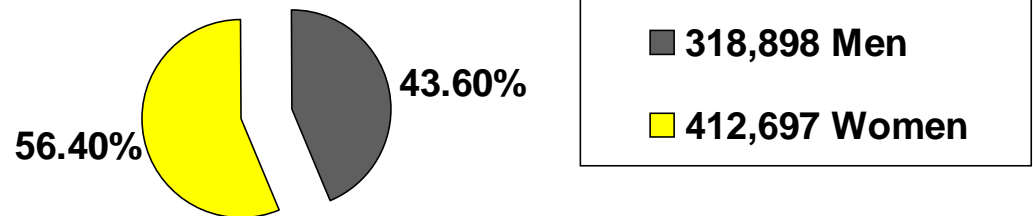
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Gender Breakdown for Enrollment in Illinois Colleges and Universities

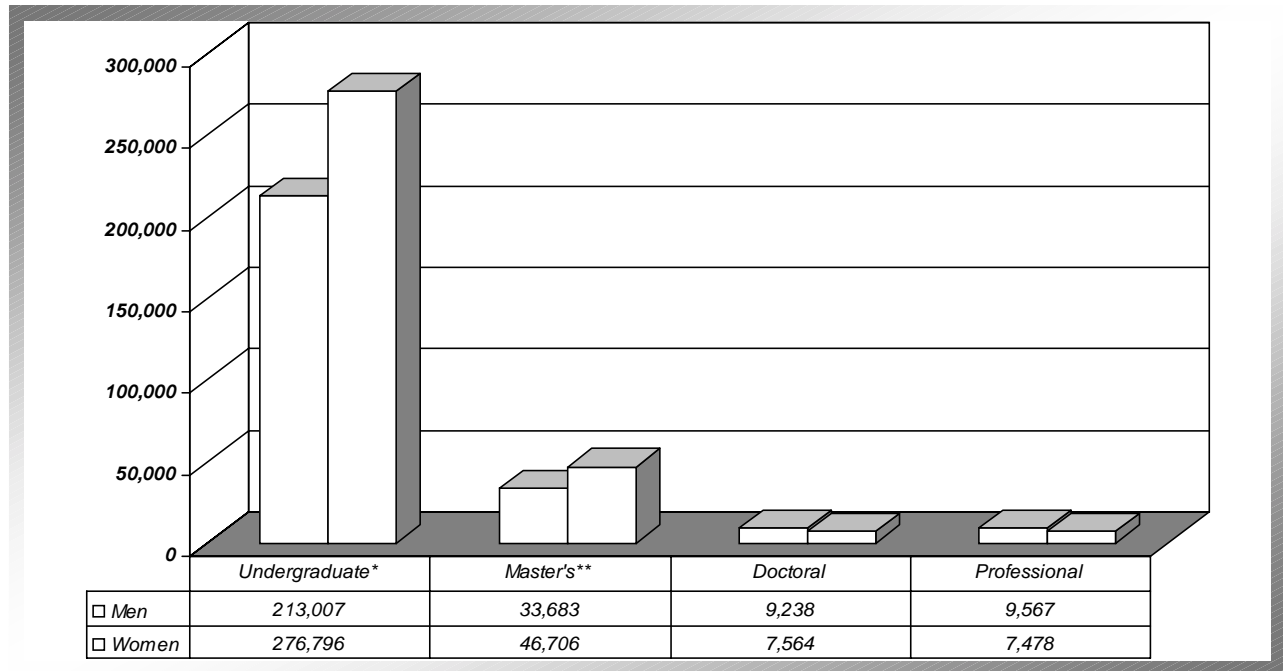
Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.

Overall Gender Breakdown for Fall 1998 Enrollment (includes public and private universities at all levels of instruction)



Enrollment by Gender at Various Levels of Study in Illinois Colleges and Universities

Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.



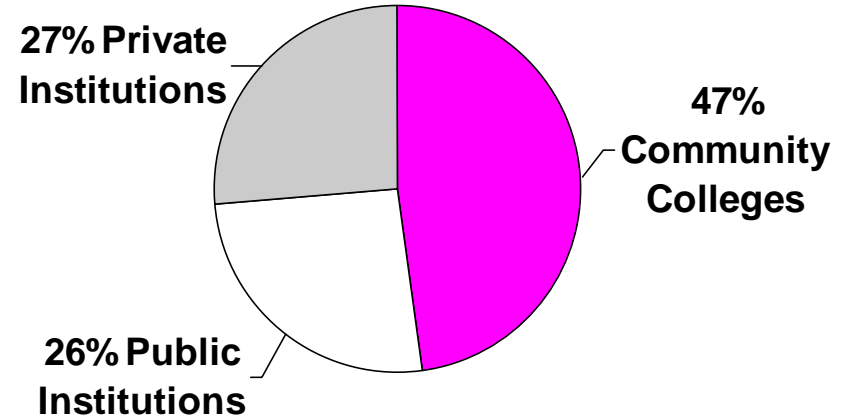
*Undergraduate includes 2 and 4 year programs, but excludes pre-collegiate and continuing education students.

** Master's includes unclassified graduate students and advanced certificate students, but excludes medical residents.

Female Enrollment by Institution Type in Illinois

Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.

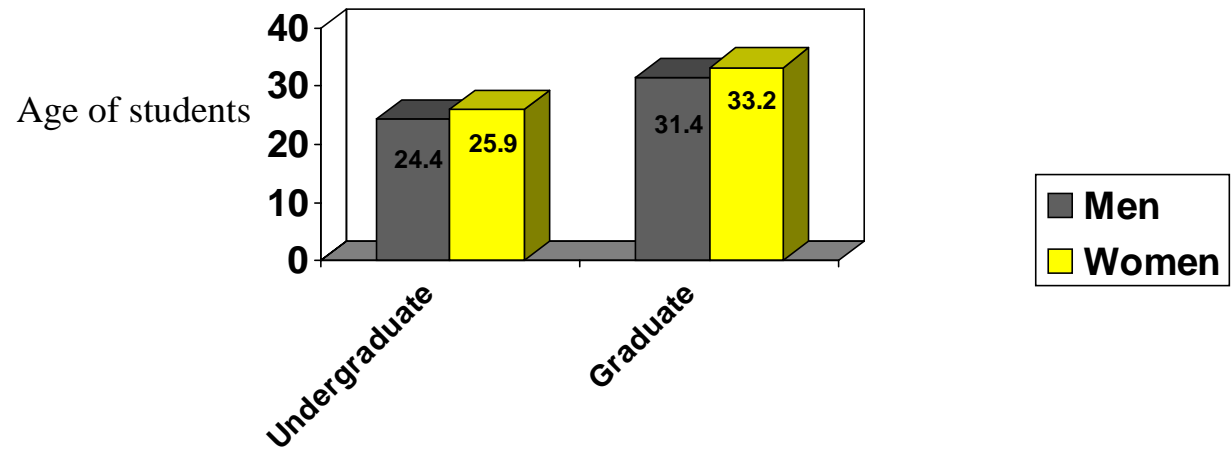
Fall 1998 Female Enrollment by Institution Type



Mean Age of Students Enrolled in Illinois Colleges and Universities

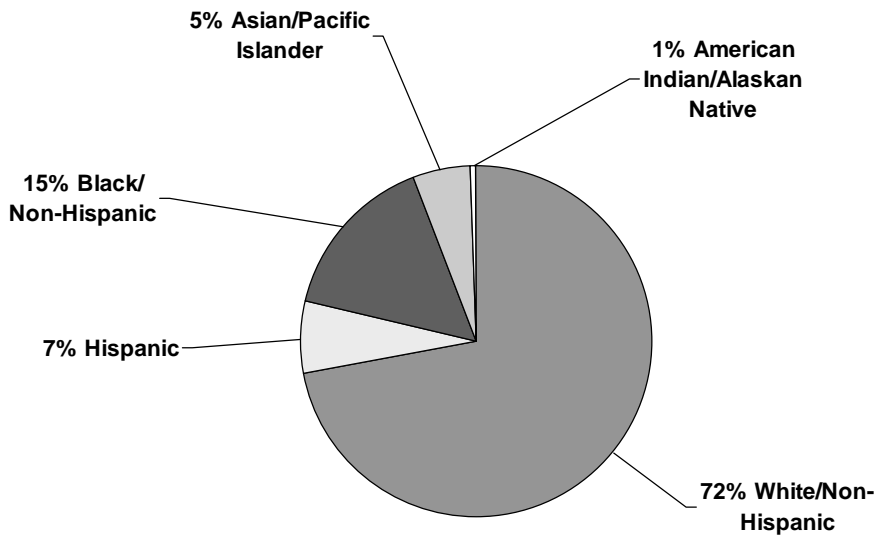
Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.

Mean Age of Students Enrolled in Illinois Colleges and Universities, Fall 1998



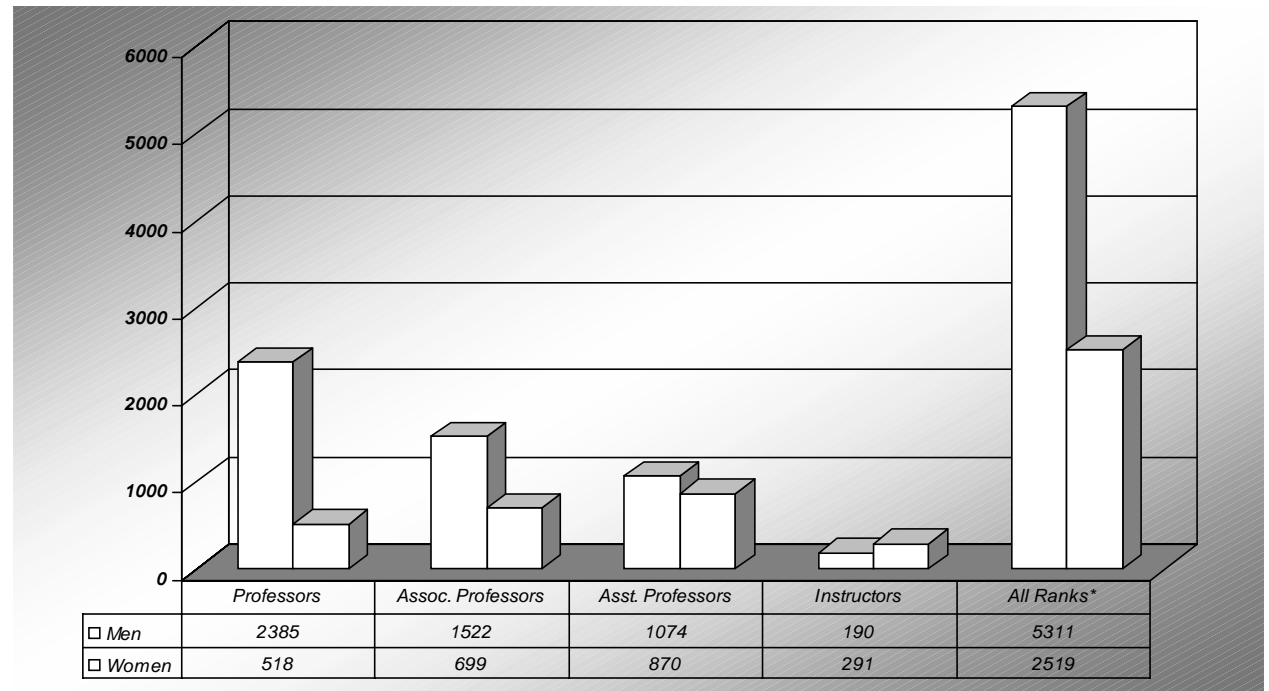
Races of Women Enrolled in Illinois Colleges and Universities

Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.



Full-time Faculty by Gender in Illinois Public Universities

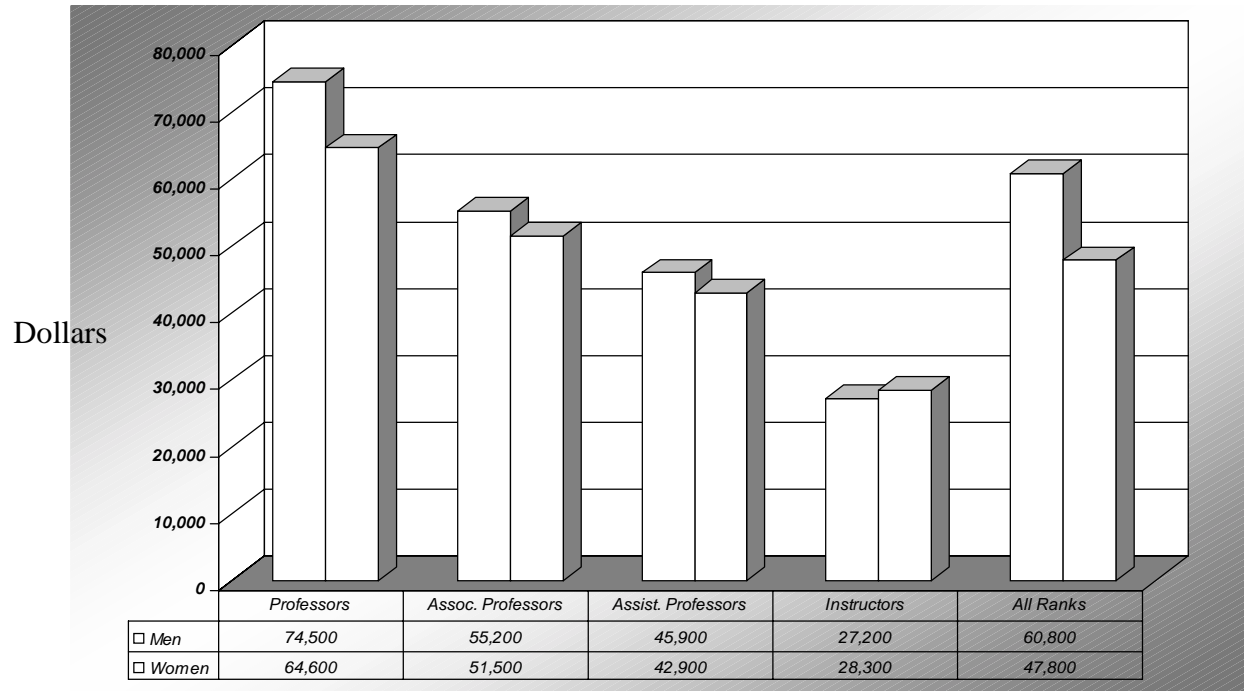
Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.



* All ranks data include non-traditional faculty ranks in addition to the four traditional ranks listed.

Average Salaries for Full-time Faculty in Illinois Public Universities

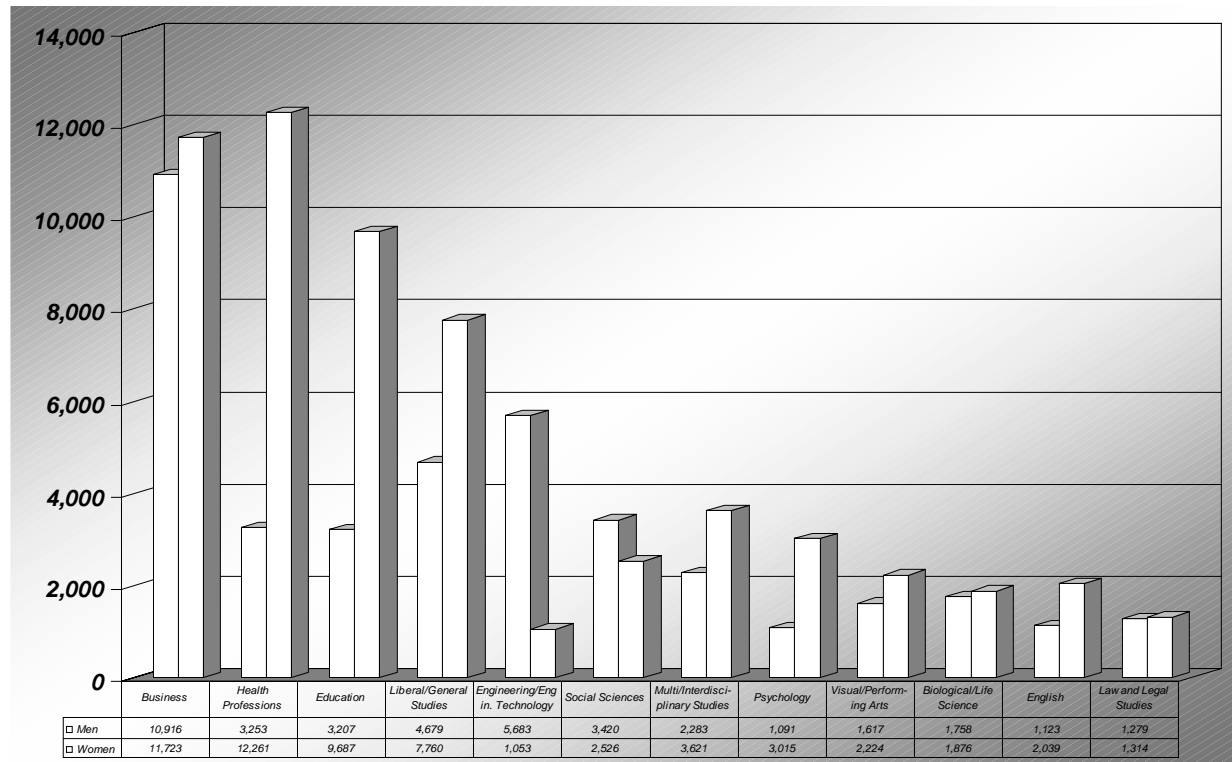
Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education*. 1999.



Most Common Fields of Study by Gender in Illinois

Source: State of Illinois Board of Education. *Data Book on Illinois Higher Education. 1999.*

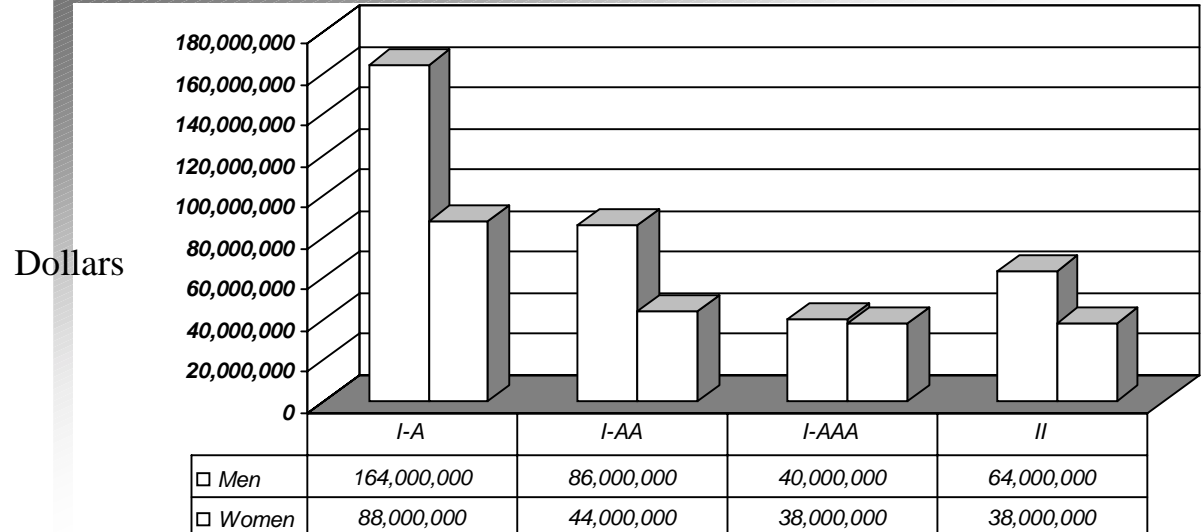
of degrees*
conferred
in Illinois
'97-'98



Note: Data include certificate, associate, bachelor, master, first professional, and doctoral programs

Scholarship Dollars by Gender and NCAA Division

Source: Sabo, D., *Women's Sports Foundation Gender Equity Report*. 1997.



I-A= Schools that sponsor major football and basketball programs

I-AA=Schools that usually sponsor major basketball and smaller football programs

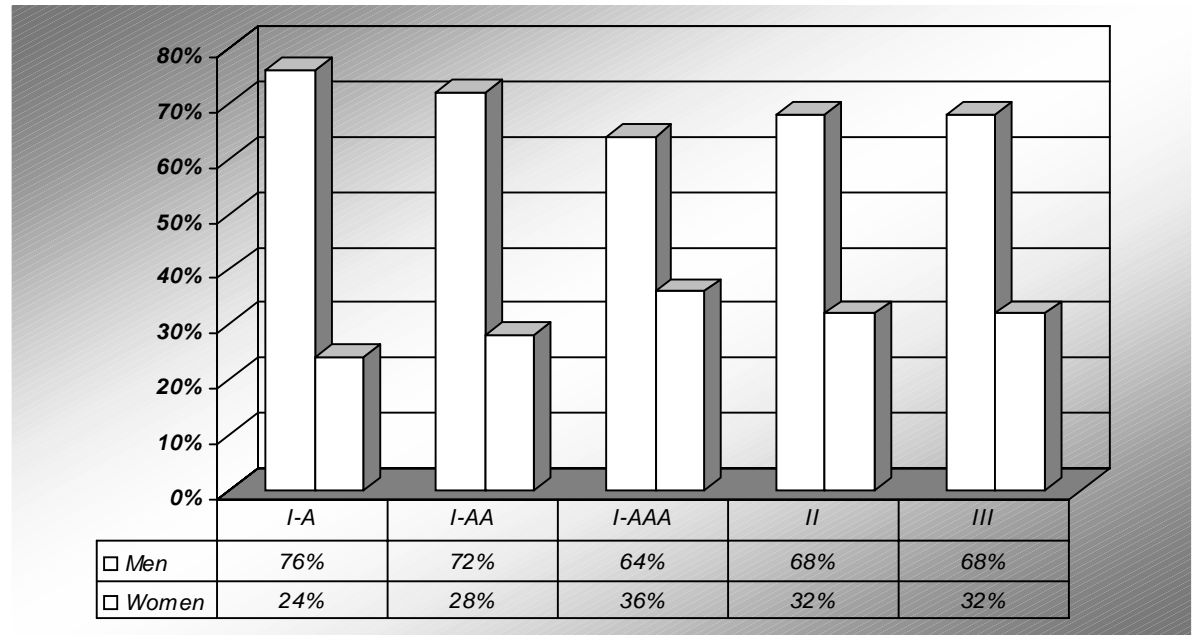
I-AAA=Schools that sponsor major basketball programs but no football

II=Schools that limit athletic scholarship and other expenses to provide competitive but financially less costly athletic programs

III=Schools that do not award athletic scholarships

Recruitment Spending by Gender and NCAA Division

Source: Sabo, D., *Women's Sports Foundation Gender Equity Report*. 1997.



I-A= Schools that sponsor major football and basketball programs

I-AA=Schools that usually sponsor major basketball and smaller football programs

I-AAA=Schools that sponsor major basketball programs but no football

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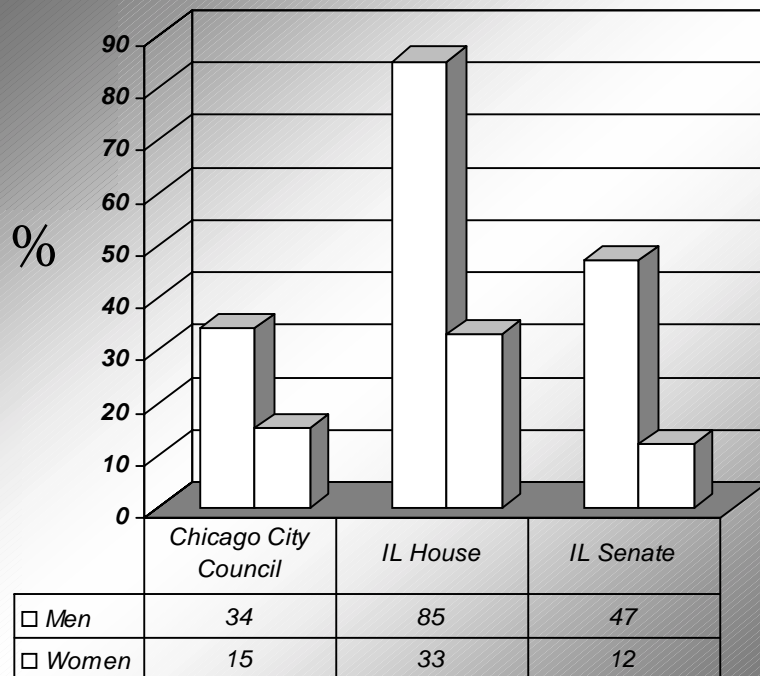
III=Schools that do not award athletic scholarships

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Chicago and Illinois Women Leaders in Government

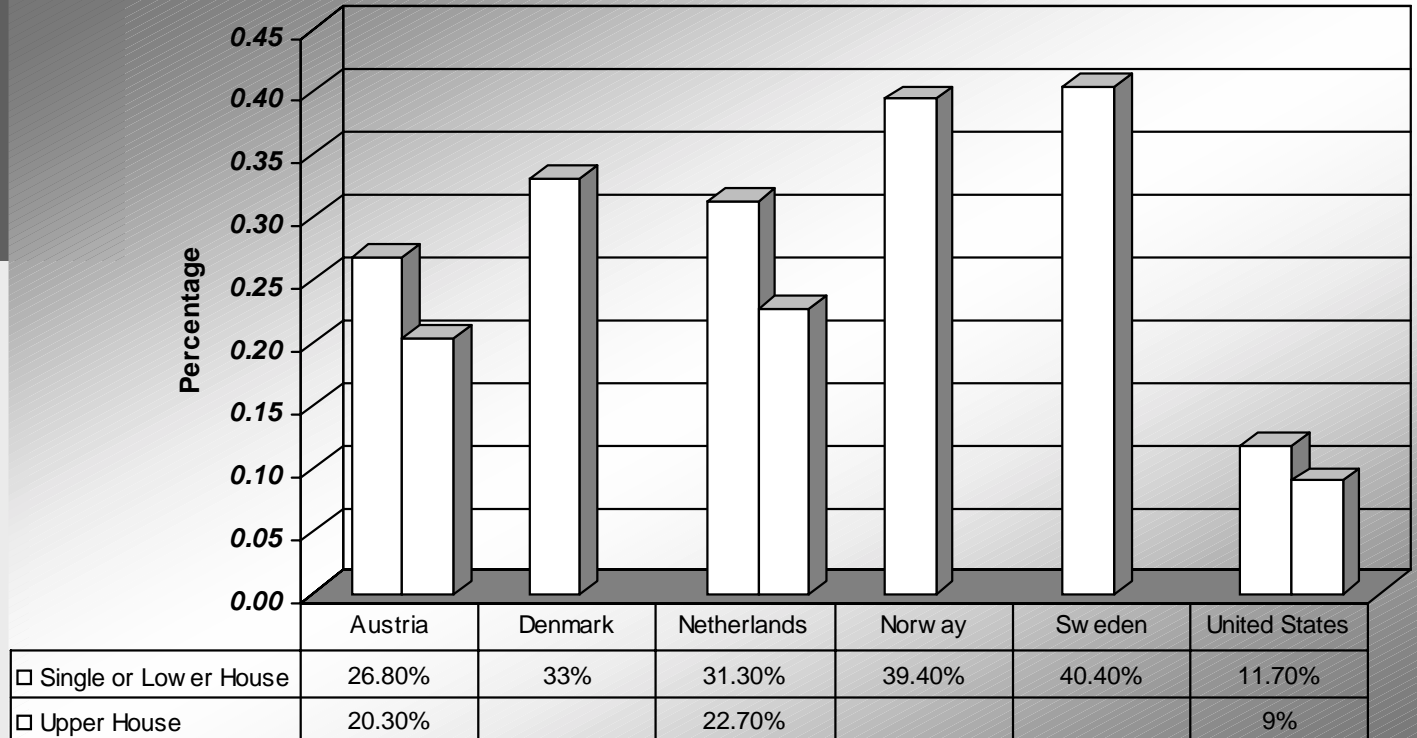
Source: Chicago City Clerk's Web Page www.chicityclerk.com and State of Illinois Legislature Web Page www.legis.state.il.us/homepages



- 30% of Chicago City Council members are women
- 28% of the IL House of Representatives are women
- 20% of the IL Senate are women

U.S. Women Leaders in Government Compared to Other Nations

Source: United Nations, *Statistics and Indicators on the World's Women*, 1997



Women Leaders in Philanthropy

Source: The National Foundation for Women Business Owners Press Release. *Business Women of Achievement Are Independent Philanthropists*. 11/12/99.

- A recent study conducted by the National Foundation for Women Business Owners (NFWBO) finds that successful women executives and entrepreneurs tend to be generous and independent philanthropists.
- The study surveyed members of the Committee of 200, an organization comprised of business women who own companies with revenues over \$15 million or who manage division of U.S. corporations that generate a minimum of \$100 million in revenue annually.
- Data from the study showed that 84% made their philanthropic decisions independently.
- Survey respondents reported participation in a wide array of philanthropic activities. Fifty-six percent said that educational reform was among the top three causes they supported; 42 percent mentioned women-related causes; and 41% listed arts-related groups among their favorite philanthropies.

Chapter 8: Issues That Impact Older Women

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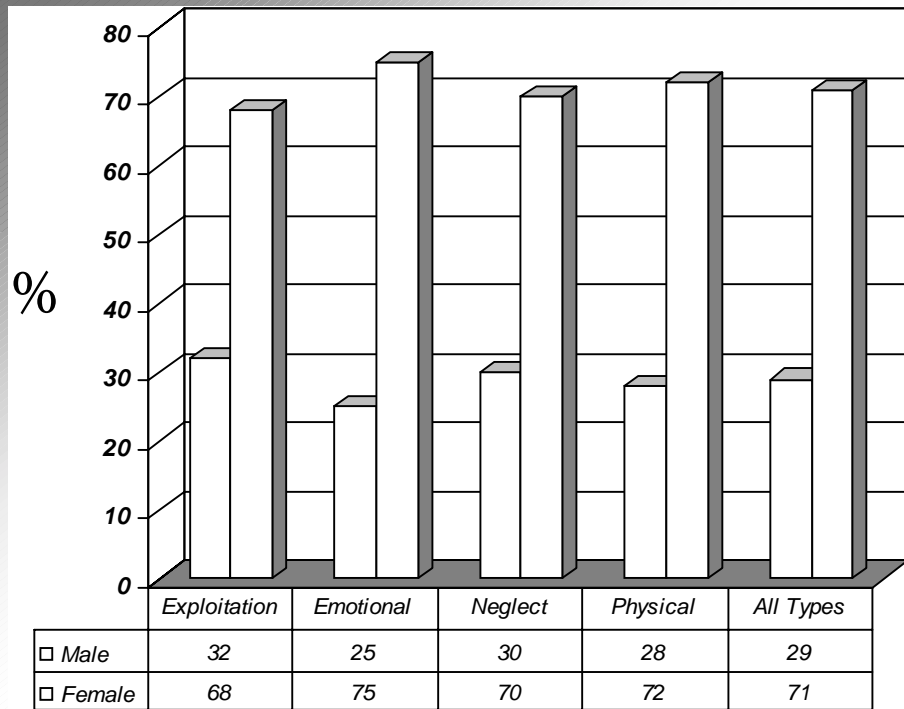
Caregiving Demands on Society

Source: National Family of Caregivers Association Web Site www.nfcacares.org and Stone, et. al., Gerontologist Vol. 27, pg. 616-626 1987.

- The National Family Caregivers Association (NFCA) estimates that 25 million Americans provide care for loved ones who are chronically ill, disabled or cannot function independently. According to results from the NFCA member survey, 82% of these caregivers are female.
- The mean age of caregivers is 57 years old. (Stone, 1987)
- Care is provided, on average, 4 hours daily with 80% of the caregivers being available 7 days per week. (Stone, 1987.)

Elder Abuse in Illinois

Source: Illinois Department on Aging. *Elder Abuse and Neglect Annual Report*. Fiscal Year 1998.



- The most common forms of abuse reported were financial exploitation, emotional abuse, passive neglect, and physical abuse.
- Approximately 3 out of every 4 elder abuse victims were women.

Life Expectancy for Women

Source: Illinois Department on Aging. *Older Women in Illinois . . . The Differences They Face*. December 1997.

- Women on average, live 7 years longer than men
- Life expectancy at birth is 79.6 years for white women and 74.5 years for black women.
- Life expectancy for black females has increased 18% since 1950 when the life expectancy was 62.7 years.

Language Barriers for Older Women

Source: Illinois Department on Aging. *Older Women in*

Illinois . . . The Differences They Face. December 1997.

- In Illinois, there are over 25,000 women aged 65 years and older who are considered linguistically isolated. This means that not only do these women not speak English, but also they live in households in which no person 14 years of over is fluent in English.
- Of these women who are linguistically isolated, 33% speak no English and 67% speak English “not well.”

Economic Issues that Impact Older Women

Source: Illinois Department on Aging. *Older Women in Illinois. . . The Differences They Face*. December 1997.

- On the national level, Older Women's League reported only 13% of women age 65 and older receive private pension income, compared with 33% of men.
- The mean private pension for older women is \$3,940 annually, compared to \$7,468 for men.

Social Security for Women

Source: Illinois Department on Aging. *Older Women in Illinois. . . The Differences They Face*. December 1997.

- In 1996, the average monthly Social Security benefit for retired or disabled workers was \$835.39 for men and \$552.13 for women.
- The average monthly benefit amount for aged widows was \$702.41.
- The average monthly benefit for female spouses of retired workers was \$307.12.

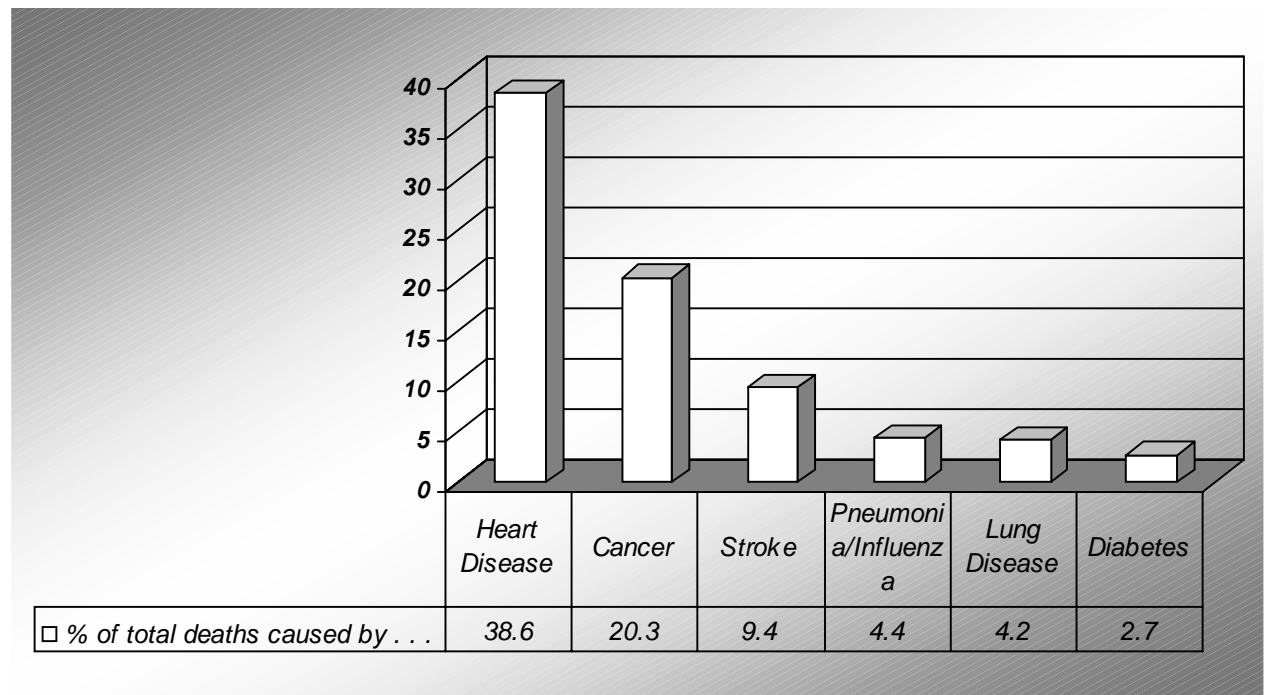
Physical Health Issues for Older Women

Source: Illinois Department on Aging. Older Women in Illinois . . . The Differences They Face. December 1997.

- Heart disease is the leading cause of death in older women. Women who have heart attacks are more than twice as likely as men to die from them within the first year. After age 50, women develop and die from heart disease at a rate equal to men.
- Cancers are the second leading cause of death in older women. Lung cancer is the number one cause of cancer deaths among older women and breast cancer is number two.
- Stroke is the third leading cause of death for older women. Older women with diabetes, especially those with hypertension, are at greater risk of stroke.

Percentage of Deaths from the Leading Causes in Women, 65 Years and Older

Source: U.S. Public Health Service, Department of Health and Human Services, Office on Women's Health. Older Women's Health Fact Sheet. April 1995.



Mental Health Issues for Older Women

Source: Illinois Department on Aging. *Older Women in Illinois . . . The Differences They Face*. December 1997.

- Older women are twice as likely as men to experience depression. Additionally, one in seven women will suffer from depression during her lifetime, but nearly two-thirds will not seek help.
- Depression is not a normal part of the aging process. Depression is not a sign of senility. Rather depression is a medical illness that requires medical attention.

Women and Alzheimer's Disease

Source: Illinois Department on Aging. *Older Women in Illinois . . . The Differences They Face*. December 1997.

- In 1995, there were 9,388 female Alzheimer's patients in long-term care facilities in Illinois, compared to 2,878 men.
- Women are at higher risk for being affected by Alzheimer's simply because there are more older women than men. Approximately 10% of the population aged 65 years and older suffer from Alzheimer's disease. For persons aged 85 years and older, the percentage increases to 47.2%.

Acknowledgments

The Center for Research on Women and Gender wishes to acknowledge the generous funding provided for this report by The Chicago Foundation for Women. This report would not exist without its support. Thanks to Veronica Arreola, Paula Contreras, Lorri Mon, Tammy Moore, Serena Moy, and Sarah Shirk for their dedication and tireless efforts.